



Corporate Guidelines

BEUCKE *GROUP*

FLEXIBLE. PACKAGING. INNOVATIONS.

Agenda

- Our Politics & Strategy
- Policy & Strategy Prioritization
- Health & Safety
- Climate Management
- Forest Stewardship Council®
- ISCC Certification
- Food Product Safety
- Code of Conduct
- Ethical Trade Initiative



Our Politics & Strategy



Our main goal:

We want total customer focus in all areas



This means Fulfillment of customer requirements
Value creation
High level customer satisfaction
Partnership
Quality benchmark set by customer

We achieve this by

Flawless operation in-house and on market
Controlled and capable processes
High level of service
Creative and innovative solutions
Legal compliance
Honesty and Integrity



We measure this by

- Rotation quotations / orders
- Complain Rates
- OTIF
- Time to Market
- Customer Satisfaction
- Ratio development costs / sales
- New Customer Turnover
- Customer Loyalty



Policy & Strategy Prioritization

We think quality means manufacturing products that perform in the way our customers need them - so the benchmark of our quality is set by the customer alone.

We have established these corporate principles:



Customer Satisfaction

is the center of all efforts
in our company



Skills & Processes

create transparency and will
be improved permanently



Optimization

for Customer Benefit means
to analyse our manufacturing
and materials permanently



Leading the Market

is our aim so we critically
compare us with our competitors
to achieve outstanding results



Our employees

have a high level of quality
awareness which is part of our
mindset as Beucke Group



Third Parties

have to deliver optimal quality
and work with the same
requirements and standards

Health & Safety

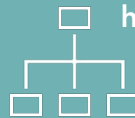
For us, occupational health and safety means implementing processes that minimize risks for our employees in the company. As a business enterprise we are committed to appropriate continuous improvement.

We achieve this by:

Creating safe and humane workplaces and conditions



Promoting awareness of occupational safety and health at all levels



Compliance with all legal requirements



Ensuring plant safety for the protection of third parties



Protecting the safety and health of employees



Plant safety, CE conformities



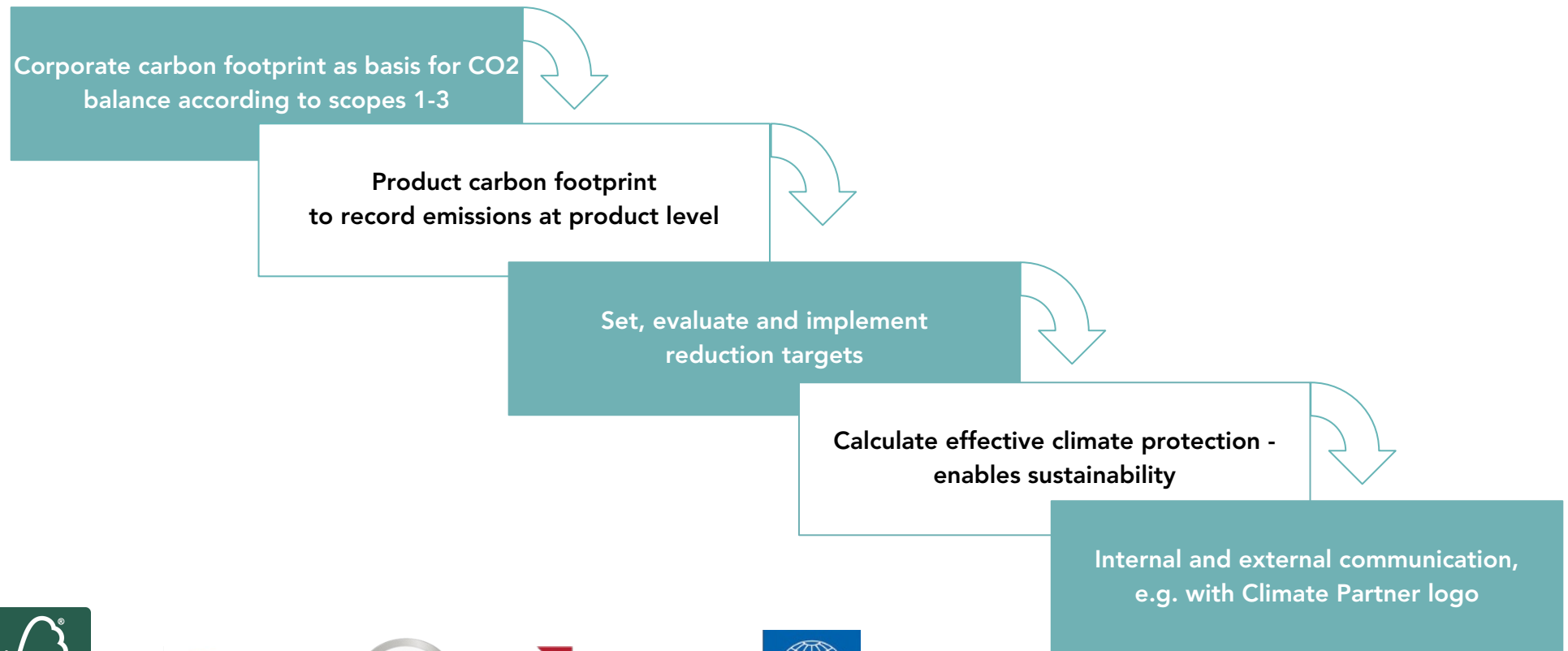
Planning, monitoring and implementation are carried out via the occupational health and safety system by the managers. Technical support is provided by the occupational health and safety specialist, based on **DIN EN ISO 45001**.

Climate Management

Preserving our natural environment is the basis of life for future generations. A foresighted approach to the climate impact of our activities is necessary. As a sustainably operating company, we are committed to appropriate continuous improvement. We work in compliance with the standards **ISO 50001**, **FSC®**, **DPG**, **ISCC Plus** and CO2 balancing for companies and products based on the **Greenhouse Gas Protocol**.



We achieve this by:



The mark of responsible forestry



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Forest Stewardship Council®

In the procurement of paper and cardboard, we attach great importance to regional woods from sustainable managed forests. By implementing the FSC-CoC® we have created instruments that promote and ensure the exemplary sustainable production of our paper raw materials.



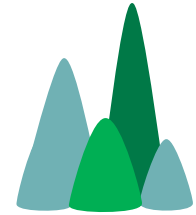
The mark of
responsible forestry



We are neither directly nor indirectly involved in these activities:

- Illegal timber harvesting or trade in illegally harvested timber
- Violation of traditional or basic civil rights in forest management
- Destruction of forests whose special protection is threatened by forest management
- Significant conversion of natural forests to plantations or non-forest uses
- Introduction of genetically modified tree species in forest management

The due diligence program according to **FSC® standard 40-004 V 30** is implemented. Based on the information provided by suppliers, we regularly assess the risk of our raw papers coming from uncontrolled sources. This is validated against **Transparency International Deutschland e.V.**



ISCC Certification



We want to help ensure that environmentally friendly and recyclable raw materials will be available for us and for future generations. As a sustainably operating company, we have implemented the ISCC-CoC to promote and ensure exemplary sustainable production of our film raw materials.



We are neither directly nor indirectly involved in these activities:

- Illegal trade with illegally produced foil
- Violation of traditional or basic civil rights during film production
- Destruction of agricultural lands whose special conservation is threatened by the production of film
- Introduction of genetically modified film types during their production



The due diligence program according to **ISCC standard** is implemented. Based on the information provided by suppliers, we regularly assess the risk of our film raw materials coming from uncontrolled sources. This is validated against **Transparency International Deutschland e.V.**

Food product safety



We manufacture packaging for the food and beverage industry on a large scale. It is therefore essential to meet the **hygienic requirements** of this customer group.

The fulfillment of established hygiene requirements is important and therefore **integrated into our management system** - to manage the identified food safety hazards, we have implemented a **transparent communication**.



In addition, our processes are regularly evaluated and updated through risk assessments by our hygiene team on **Food and Fraud Defense**. This includes preventive programs and a **HACCP-plan**.

Through our preventive programs (PRP's) we master the process of **hazard prevention and the design of the working environment**.



The basis of our trade is the **Food Safety Regulation (EC) No. 178/2002, Regulation (EC) No. 852/2004 and the BRCGS - Packaging Materials standard**.



Code of Conduct



1. Base Code

We respect existing law and expect the same from our employees and business partners.



2. Private and company interests

Our employees are obliged to make their business decisions in the best interest of Beucke & Söhne GmbH & Co. KG and uninfluenced by personal interests.



3. No violation against corruption law

In connection with business activities, our employees must neither demand nor accept unauthorized personal benefits nor offer such benefits.



4. Protection of business secrets

Confidential information must be protected from unauthorized inspection. We ensure that confidential information may only be disclosed to those employees who need it.



5. Social Responsibility

We are committed to internationally recognized human rights in compliance with the relevant laws.

Ethical Trade Initiative

1.

Employment is freely chosen



2.

Freedom of association and
the right to collective
bargaining are respected



3.

Working conditions are safe
and hygienic



4.

Child labour shall
not be used



5.

Living wages are paid



6.

Working hours are
not excessive



7.

No discrimination is practised



8.

Regular employment
is provided



9.

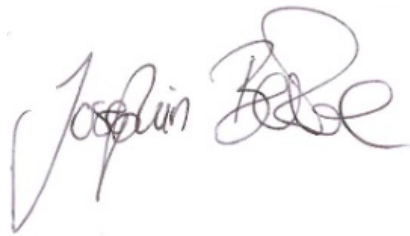
No harsh or inhumane
treatment is allowed



Violations can be reported to all supervisors. If an employee believes that he or she will suffer disadvantages from the notification, they can also address the complaint to the management.

Signing

Dissen, 01.08.2023

A handwritten signature in black ink, appearing to read 'Josephin Beucke', written in a cursive style.

Josephin Beucke
CEO

A handwritten signature in black ink, appearing to read 'Lutz Beucke', written in a cursive style.

Lutz Beucke
CEO