



CODE OF CONDUCT

A SET OF RULES EXPLAINING HOW TO CONDUCT OUR BUSINESS



Contents.

WELCOME TO OUR CODE OF CONDUCT

A MESSAGE FROM OUR CEO	3
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OUR COMMITMENT AND CULTURE

WHY DO WE NEED A CODE OF CONDUCT?	5
MISSION & VISION	6
COMPANY VALUES	7
PEOPLE PLATFORM	8

BUSINESS INTEGRITY

THE MIRROR TEST	11
COMPLIANCE WITH LAWS	12
SPEAKING UP	13
ANTI-BRIBERY COMPLIANCE	14
CORPORATE HOSPITALITY, GIFTS & ENTERTAINMENT	15
FACILITATION & LAWFUL GOVERNMENT PAYMENTS	16
CONFIDENTIALITY & INFORMATION SECURITY	17

WE APPRECIATE DIVERSITY

AN INCLUSIVE & RESPECTFUL WORKPLACE	19
NO HARASSMENT & DISCRIMINATION POLICY	20

WE WORK TOGETHER & SHARE OUR KNOWLEDGE

BUILDING SUCCESS THROUGH TEAMWORK	23
-----------------------------------	----

WE GET THINGS DONE & DELIVER ON OUR PROMISES

DRIVEN TO DELIVERY	25
ANTI-TRUST POLICY	26
INDEPENDENT PRICING & PROFESSIONAL CONDUCT	27

WE TAKE OUR INDIVIDUAL RESPONSIBILITY....

RESPONSIBLE WORK CONDUCT	29
PROPER USE OF COMPANY PROPERTY & RESOURCES	30
RESPONSIBLE IT & ELECTRONIC COMMUNICATIONS USE	31
PROTECTING OUR PEOPLE & PROPERTY	32

WE REFLECT & LEARN WITH AN OPEN MIND

EMPLOYEE COMMUNICATION & ENGAGEMENT	35
UNLOCKING OUR POTENTIAL TOGETHER	36
EMPOWERING GROWTH WITH E-LEARNING	37

WE ENCOURAGE & ENERGIZE EACH OTHER

CELEBRATING SUCCESS TOGETHER	39
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Welcome To Our Code Of Conduct.

A MESSAGE FROM OUR CEO

At ViskoTeepak, our commitment to **honesty, integrity, and legal compliance** is one of the key cornerstones of our operations. We believe that treating all our stakeholders, including employees, customers, partners and suppliers with respect and fairness is not just a policy, but a fundamental principle that shall guide us.

Our core values—**Trust, Ambition & Fun** are the pillars that shape our company culture and should steer our behavior. These values are more than just words; they are the essence of who we are and strive to be. They drive us to create a positive and dynamic work environment where everyone can thrive and contribute to our collective success.

We take immense pride in being a responsible and reliable partner. Our reputation for integrity and excellence is built on the ethical standards we uphold. This Code of Conduct is a testament to our dedication to maintaining these high standards. It outlines the ethical business practices that all employees must follow, ensuring that we operate with the utmost integrity in every aspect of our work.

If you ever find yourself uncertain about how to interpret or apply a particular standard, please **do not hesitate to consult your manager or your local HR department for further guidance.**

Together, let's continue to uphold the values that make ViskoTeepak a great place to work and a trusted partner in the industry. Thank you for your commitment to our shared principles and for your ongoing dedication to excellence!



OUR COMMITMENT AND CULTURE.

WHY DO WE NEED A CODE OF CONDUCT · MISSION & VISION · COMPANY VALUES · PEOPLE PLATFORM

Why Do We Need A Code Of Conduct?

At ViskoTeepak, we believe that a Code of Conduct is essential for fostering a thriving, ethical, and successful organization. Our Code of Conduct is designed to ensure that all employees and stakeholders adhere to the same standards of integrity, fostering a positive company culture, preventing unethical behavior, and ensuring legal and regulatory compliance.



ESTABLISHING CLEAR EXPECTATIONS

Our Code of Conduct clearly outlines the standards of behavior expected from every employee. It provides a road map for making ethical decisions and ensures that everyone understands their responsibilities. This clarity helps prevent misunderstandings and fosters a culture of integrity.

ENHANCING COMPANY REPUTATION

A strong Code of Conduct demonstrates ViskoTeepak's commitment to ethical practices. It builds trust with customers, partners, and stakeholders, enhancing our reputation and positioning us as a leader in corporate responsibility. This trust can translate into increased loyalty and business opportunities.

POSITIVE WORK ENVIRONMENT

By setting clear guidelines for behavior, our Code of Conduct helps create a respectful and inclusive workplace. It addresses issues such as harassment, discrimination, and conflicts of interest, ensuring that all employees feel safe and valued. A positive work environment boosts morale, productivity, and employee retention.

MITIGATING RISKS

A well-defined Code of Conduct helps identify and mitigate potential risks before they escalate into serious issues. It provides a framework for addressing unethical behavior and ensures compliance with legal and regulatory requirements. This proactive approach protects ViskoTeepak from legal liabilities and financial losses.

FOSTERING ACCOUNTABILITY

Our Code of Conduct holds everyone in the organization accountable for their actions. It sets the tone from the top, emphasizing that ethical behavior is a priority for all levels of the company. This accountability encourages employees to take ownership of their actions and contributes to a culture of transparency and trust.

GUIDING DECISION-MAKING

In complex situations, our Code of Conduct serves as a valuable reference point for making ethical decisions. It provides employees with the confidence to navigate challenging scenarios and reinforces the company's commitment to doing the right thing. This guidance ensures consistency in decision-making across the organization.

SUPPORTING LONG-TERM SUCCESS

Ultimately, our Code of Conduct is an investment in ViskoTeepak's long-term success. By fostering a culture of ethics and integrity, we create a solid foundation for sustainable growth. Employees who feel aligned with the company's values are more engaged, innovative, and committed to achieving shared goals.

Our Commitment Starts Here:

This Code of Conduct will guide you to what you need to be aware of when working at ViskoTeepak. Embrace the power of our Code of Conduct and watch our organization thrive.

Mission And Vision.

ViskoTeepak is a global brand with a local touch that delivers productive and tailor-made casing solutions. We understand the needs of our customers and nurture long-lasting mutually beneficial and rewarding relationships.

#WeAreMakingFoodMoreAccessible

MISSION

Making food more accessible, by improving and developing the food industry, through building partnerships, productive offerings, innovative and tailor-made solutions.

Our mission generates activities.

VISION

We are the number one choice for all our stakeholders, committed to continuously improve in everything we do.

Our vision is what we strive to achieve.

BRAND PROMISE

ViskoTeepak is a global brand with a local touch that delivers productive and tailor-made casing solutions. We understand the needs of our customers and nurture long-lasting mutually beneficial and rewarding relationships.



Company Values.

At ViskoTeepak, we see company culture as the personality of our organization, built on the values that drive everything we do.



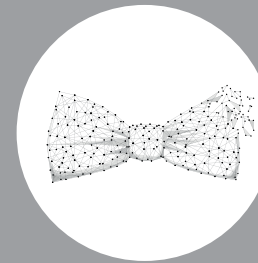
TRUST

Built on credibility, being fair and treating each other with respect. We earn trust by delivering on our promises.



AMBITION

We have a strong desire to be the best and want to be ambitious on our road to success. We walk the extra mile to support you.



FUN

Created by being successful in achieving your goals and by working with a team of people that you trust and feel connected to.

#WeAreViskoTeepak

People Platform.

Our people platform outlines six core statements that we encourage everyone at ViskoTeepak to embrace. These key behaviors are essential for fostering a positive company culture and driving our collective success. We believe that by promoting these activities, we can create an environment where everyone thrives. Each of us plays a crucial role in contributing to effective teamwork and a supportive workplace.

HOW ARE THESE LINKED TO OUR VALUES?

TRUST:

- We appreciate diversity
- We work together & share our knowledge

AMBITION:

- We get things done & deliver on our promises
- We take our individual responsibility & realize we all impact on the result

FUN:

- We reflect & learn with an open mind
- We encourage & energize each other

WHERE DOES TEAMWORK COME IN?

When all the attributes of our **Key Behaviors** come together, they form the essence of **teamwork**—creating a strong foundation for a thriving work culture that benefits everyone.

“Diversity: The art of thinking independently together!”

Malcolm Forbes

THE PEOPLE PLATFORM





BUSINESS INTEGRITY.

THE MIRROR TEST · COMPLIANCE WITH LAWS · SPEAKING UP · ANTI-BRIBERY COMPLIANCE · CORPORATE HOSPITALITY, GIFTS & ENTERTAINMENT ·
FACILITATION & LAWFUL GOVERNMENT PAYMENTS · CONFIDENTIALITY & INFORMATION SECURITY

Our Ethical Check List: The Mirror Test.

All decisions should be made with the good of the company in mind. Before making any decisions, we should ask ourselves:

1

Is it legal?

2

Does it align with our
company values?

3

Is it right? Can you
justify it?

4

Would your family
approve of it?



BEFORE YOU DECIDE

When faced with a tough ethical decision, look in the mirror and ask yourself these questions; if you answer no to even one, stop, reconsider, or seek guidance.

Compliance With Laws.

Our company is committed to conducting business in full compliance with all applicable local, national, and international laws and regulations. All employees are expected to adhere to these legal standards in their daily activities and decision-making processes.

Please take time to thoroughly familiarize yourself with these guidelines and consult your manager if you have any questions or need further guidance.

PREVENTION OF FRAUD

ViskoTeepak expects you to work reliably and honestly. Do not steal, misuse company or colleague property, mislead anyone, or set up schemes for personal gain.

NO CORRUPTION OR BRIBERY

Do not bribe anyone. Do not offer or accept anything (gifts, kick back, perks etc.) of significant value to yourself or any individuals to gain business advantage. In any case the value can never exceed the limit for taxable benefit. When in doubt, **please consult your manager.**

AVOID CONFLICTS OF INTEREST

Avoid situations where your loyalty to ViskoTeepak can be questioned. If you find yourself in a situation where your loyalty could be questioned, **please inform and involve your manager in the decision making**, to protect both your integrity and ViskoTeepak's.

ACCURATE ACCOUNTING & REPORTING

All records and financial statements must be accurate, consistent, and comply with legal and international policies.

CONTROL OF EXPORTS & CUSTOMS

Regulations surrounding international trade can apply to both direct and indirect shipments involving sanctioned countries or restricted parties. Violating these laws may result in serious consequences, such as substantial fines, disruption to our supply chain, loss of import/export privileges, or even the suspension of our business operations. At ViskoTeepak, it's essential we stay informed and compliant to protect our business and partnerships.

“Integrity is doing the right thing, even when no one is watching.”

C.S. Lewis

Speaking Up.

The EU Whistleblower Protection Directive covers a wide range of areas to ensure comprehensive protection for individuals reporting breaches of member state legislation. These areas include **public procurement, financial services, anti-money laundering, food safety, transport safety, environmental protection, and public health.**

For more information about Whistleblowing, please visit **ViskoTeepak's Global Intranet.**



AT VISKOTEEPAK WE...

- Encourage people to speak up safely
- Provide confidential or anonymous channels for reporting
- Protect whistleblowers from retaliation or punishment

Anti-Bribery Compliance.

ViskoTeepak operates globally and must adhere to anti-bribery laws in multiple countries, including those that apply extraterritorially, such as the UK Bribery Act. All ViskoTeepak entities, employees, and business partners must comply with these laws, even abroad. Bribery is strictly prohibited in both public and private sectors, regardless of local exceptions. Here are some general guidelines, for specific concerns, contact the management or the CEO.

Bribery involves offering, promising, or giving a benefit to influence a public official or private sector person. Anti-bribery laws prohibit both giving and receiving bribes. The act of offering or promising a bribe is illegal, even if the bribe isn't accepted, delivered, given or paid. Indirect payments are also banned. These laws apply broadly, covering not only those directly involved in bribery but also anyone who knowingly cooperates with, approves, directs, or hides it.

SCOPE OF ANTI-BRIBERY LAWS

Anti-bribery laws apply to payments, offers, or promises made for improper actions or omissions by the recipient. Key factors include influencing business-related outcomes, such as:

- a** Gaining business
- b** Securing a license, permit, or assignment
- c** Avoiding investigation or prosecution
- d** Gaining confidential information



Our Commitment:

ViskoTeepak has zero tolerance for bribery. We are committed to conducting business ethically and in full compliance with all applicable anti-bribery laws.

Corporate Hospitality, Gifts & Entertainment.

Hospitality and promotional expenditure as well as offering and accepting gifts and entertainment are **not considered bribery**.

APPROPRIATE USE OF HOSPITALITY, GIFTS & ENTERTAINMENT

- a** If reasonable and proportionate as regards the value and timing, the impression conveyed to third parties and the type of gift or entertainment, and
- b** there is no intention of inducing a person to improperly perform his function, to secure a business advantage or not. In case you have any doubts about the appropriateness of hospitality, entertainment or a gift that you intend to offer or accept, you must always contact your manager first.



Our Commitment:

ViskoTeepak is committed to ensuring that all hospitality, gifts, and promotional expenses are appropriate, and never used to gain improper advantage.

Facilitation & Lawful Government Payments.

ViskoTeepak prohibits all facilitation payments. These are small, unofficial payments made to expedite routine governmental actions like customs clearance. Official fees and payments required by a country's regulations are allowed, but any payments beyond these are strictly forbidden.



Our Commitment:

ViskoTeepak strictly prohibits facilitation payments. Only official, legally required fees are permitted.

Confidentiality & Information Security.

At ViskoTeepak, safeguarding our commercial and financial information is crucial to maintaining our competitive edge and protecting our reputation. The “**Confidentiality and Information Security Policy**” outlines the importance of confidentiality and the measures employees must take to ensure sensitive information is not disclosed inappropriately.

OUR POLICY

WHAT IS THIS?

Employees must avoid publicly sharing any commercial or financially sensitive information about ViskoTeepak without prior consultation with their manager. All information regarding ViskoTeepak, its customers, and suppliers must be kept confidential, with appropriate measures taken to ensure this confidentiality. Public information includes what is published on the website, in brochures, and in the company presentation.

WHY IS THIS IMPORTANT:

PROTECTING OUR INTERESTS

Unauthorized sharing of commercial or financially sensitive information can harm ViskoTeepak’s competitive position and financial stability.

MAINTAINING TRUST

Confidentiality is key to maintaining the trust of our customers, suppliers, and stakeholders. By keeping sensitive information secure, we uphold our commitment to integrity and reliability.

PREVENTING HARM

Disclosing information that could damage ViskoTeepak’s image or harm its employees can have serious repercussions. This policy helps prevent such risks by setting clear guidelines for information sharing.



Our Commitment:

ViskoTeepak is committed to keeping sensitive information confidential and requires prior approval before sharing any commercial or financial details.



WE APPRECIATE DIVERSITY.

AN INCLUSIVE & RESPECTFUL WORKPLACE · NO HARASSMENT & DISCRIMINATION POLICY

An Inclusive & Respectful Workplace.

Diversity, equality, and a harassment-free workplace are essential for fostering a respectful, inclusive culture where everyone can contribute, grow, and succeed.

DIVERSITY

Diversity is more than differences in gender, age, background etc. When we talk about diversity in ViskoTeepak, we include different personalities, skills and experiences, and how we believe that these differences within a team will lead to innovative solutions and ultimately better decision-making. In order for this to happen, we want everyone to feel free to voice their opinions, and share their perspective based on knowledge and experience. However, when a decision is made, we expect everyone to align.



Our Commitment:

Our organization is dedicated to fostering a culture of respect, diversity, and inclusion. We will take all necessary steps to ensure a harassment-free and discrimination-free workplace.

EQUALITY

ViskoTeepak is committed to providing equal opportunities for all employees in areas such as recruitment, promotion, compensation, training, and development. Managers are expected to lead by example, demonstrating behaviors that uphold these principles and foster an inclusive environment.

We believe that equality is not just about providing equal opportunities but also about creating a workplace where everyone feels valued and respected. This means actively working to eliminate biases and barriers that may prevent individuals from reaching their full potential.

RECRUITMENT: Ensuring a fair and unbiased recruitment process that attracts a diverse pool of candidates.

PROMOTION: Promoting employees based on their merit and performances, without discrimination.

COMPENSATION: Providing equitable compensation that reflects the value and contribution of each employee.

TRAINING AND DEVELOPMENT: Offering training and development opportunities to all employees to help them grow and succeed.

Our Commitment:

We are committed to embracing equality to build a stronger, more innovative, and successful organization.

No Harassment & Discrimination Policy.

Our organization is committed to providing a safe, respectful, and inclusive environment for all employees, clients, and visitors. This commitment is the foundation of our **no Harassment and Discrimination Policy**, which makes it clear that any form of harassment or discrimination will not be tolerated.

This policy applies to all employees, contractors, clients, and visitors within our organization.

PROHIBITION OF HARASSMENT

Harassment based on race, color, religion, sex, national origin, age, disability, sexual orientation, gender identity, or any other protected characteristic is strictly prohibited. This includes verbal, physical, and visual conduct that creates an intimidating, hostile, or offensive work environment.

PROHIBITION OF DISCRIMINATION

Discrimination in any employment-related decisions, including hiring, promotion, compensation, termination, based on protected characteristics such as race, color, religion, sex, national origin, age disability, sexual orientation, gender identity, or any other characteristic protected by law, is strictly prohibited. This includes both direct and indirect discrimination, as well as harassment and instructions to discriminate.

REPORTING PROCEDURES

Employees who experience or witness harassment or discrimination are encouraged to report the incident to their supervisor, HR department, or through the designated reporting channels. All reports will be taken seriously and investigated promptly.

RETALIATION

Retaliation against individuals who report harassment or discrimination or participate in an investigation is strictly prohibited. Any form of retaliation will result in disciplinary action.

CONSEQUENCES

Violations of the policy will result in disciplinary action, up to and including termination of employment.

Our Commitment:

We are fully committed to maintaining a workplace where harassment and discrimination are never tolerated, and where every individual is treated with dignity, fairness, and respect.



#WEAREVISKOTEPAK



WE WORK TOGETHER & SHARE OUR KNOWLEDGE.

BUILDING SUCCESS THROUGH TEAMWORK

Building Success Through Teamwork.

At ViskoTeepak, collaboration and knowledge sharing are at the heart of our success. We believe that by working together and leveraging the collective expertise of our team, we can achieve greater innovation and excellence.

OUR APPROACH:

TEAM COLLABORATION

We encourage open communication and teamwork, where every member's input is valued. By working together, we can tackle challenges more effectively and create solutions that benefit everyone.

KNOWLEDGE SHARING

Sharing knowledge is essential for continuous improvement and growth. We promote a culture where information and insights are freely exchanged, helping each other to learn and develop.

MENTORSHIP AND SUPPORT

Experienced team members are encouraged to mentor and support their colleagues, fostering a learning environment where everyone can thrive.

By embracing collaboration and knowledge sharing, we build a stronger, more cohesive organization that is well-equipped to meet the demands of our industry and drive success.





**WE GET THINGS DONE &
DELIVER ON OUR PROMISES.**

DRIVEN TO DELIVERY · ANTI-TRUST POLICY · INDEPENDENT PRICING & PROFESSIONAL CONDUCT

Driven To Deliver.

At ViskoTeepak, we pride ourselves on our ability to execute and fulfill our commitments. Our team is dedicated to achieving excellence in every task, ensuring that we meet and exceed expectations.

OUR APPROACH:

PROACTIVE PROBLEM SOLVING

We tackle challenges head-on, finding innovative solutions and taking decisive action to overcome obstacles.

RELIABILITY

Our word is our bond. When we make a promise, we stand by it, delivering results that reflect our commitment to quality and integrity.

TEAMWORK

Collaboration is key to our success. By working together, we leverage our collective strengths to achieve our goals efficiently and effectively.

CONTINUOUS IMPROVEMENT

We are always striving to improve, learning from our experiences and seeking ways to enhance our performance.

AMBITION

We set ambitious goals and work tirelessly to achieve them. Our drive for success motivates us to push boundaries and reach new heights.

By embodying these principles, we ensure that ViskoTeepak remains a trusted partner and a leader in our industry.



Anti-Trust Policy.

OUR POLICY

COMMITMENT TO COMPLIANCE

ViskoTeepak is dedicated to adhering to antitrust regulations in all countries where we operate. Violations of these laws can result in severe civil and criminal penalties, including fines, imprisonment, and damage claims for both the individual employee and the company. Therefore, it is crucial that all employees understand and comply with these regulations.

UNDERSTANDING ANTITRUST LAWS

Antitrust laws, which vary by country, are designed to prevent anti-competitive practices such as price-fixing or dividing customers among competitors. The primary objective is to ensure that companies operate independently and do not engage in activities that restrict competition.

EMPLOYEE RESPONSIBILITIES

Employees must be vigilant and knowledgeable about antitrust laws to avoid any actions that could be construed as anti-competitive. If there is any uncertainty regarding compliance, employees should seek guidance from management or the CEO.

KEY POINTS:

PROHIBITED PRACTICES: Engaging in price-fixing, market division, or any other anti-competitive behavior is strictly forbidden.

INDEPENDENT ACTION: Ensure that all business decisions are made independently and do not involve collusion with competitors.

SEEKING GUIDANCE: When in doubt about the legality of certain actions, consult with management or the CEO for legal advice.



Our Commitment:

By following these guidelines, we can maintain fair competition and uphold the integrity of ViskoTeepak's operations.

Independent Pricing & Professional Conduct.

OUR POLICY

MAINTAINING FAIR COMPETITION AND INDEPENDENT PRICING

ViskoTeepak defines its pricing independently. While it is legal to research market pricing and monitor competitors' price changes, this information should come from distributors or customers, not directly from competitors. Employees must avoid any behavior that implies a commitment with a competitor on pricing. Do not send or receive price lists, nor discuss pricing policies with competitors.

Interactions at events like conferences, fairs, and trade shows are allowed, but prices should not be discussed. If a competitor brings up pricing, stop the conversation and report repeated attempts to the CEO.

ViskoTeepak independently decides whom to sell to or buy from and which geographical regions to sell products to. Employees must not discuss or agree with competitors on selling to specific customers or regions or buying from specific suppliers. ViskoTeepak also independently sets its business terms with customers and suppliers without competitor agreements.

During meetings with customers and suppliers, and when discussing business matters, employees should always act professionally and with ViskoTeepak's best interests in mind. While long-term relationships with customers and suppliers may lead to personal friendships, it is important to separate business matters from personal matters.

If you ever have any doubts about whether an action or measure conforms to these guidelines, please contact management or the CEO, who will consult external legal expertise if necessary.



Our Commitment:

ViskoTeepak upholds fair competition by making independent business decisions and avoiding any coordination with competitors.



**WE TAKE OUR INDIVIDUAL
RESPONSIBILITY & REALIZE
WE ALL IMPACT ON THE
RESULT.**

RESPONSIBLE WORK CONDUCT · PROPER USE OF COMPANY PROPERTY & RESOURCES · RESPONSIBLE IT & ELECTRONIC COMMUNICATIONS USE ·
PROTECTING OUR PEOPLE & PROPERTY

Responsible Work Conduct.

At ViskoTeepak, we are committed to fostering a workplace environment that upholds the highest standards of integrity, professionalism, and respect. Our **Responsible Work Conduct Policy** outlines the expectations and guidelines for all employees to ensure that our actions and behaviors reflect our core values and contribute to a positive and productive work environment.

This policy serves as a guide for all employees to understand their responsibilities and the standards of behavior expected at ViskoTeepak. By following these guidelines, we can work together to achieve our mission and uphold our commitment to excellence.

WHY IS THIS POLICY IMPORTANT?

PROMOTING INTEGRITY

By adhering to ethical principles and demonstrating honesty in all our dealings, we build trust and credibility with our colleagues, customers, and stakeholders.

ENSURING PROFESSIONALISM

Professional conduct is essential for maintaining a respectful and collaborative workplace. It helps us achieve our goals efficiently and effectively.

FOSTERING RESPECT

Treating each other with respect and dignity is fundamental to creating an inclusive and supportive work culture where everyone can thrive.



Proper Use Of Company Property & Resources.

All property of ViskoTeepak is to be used strictly for its intended business purposes. This includes, but is not limited to:

PHYSICAL ASSETS:

- Office equipment, plant facilities, tools, and technical equipment

INTELLECTUAL PROPERTY:

- Software, intellectual property rights, and confidential information

FINANCIAL RESOURCES:

- Company funds, bank accounts, and other company resources

KEY GUIDELINES:

EXCLUSIVE BUSINESS USE

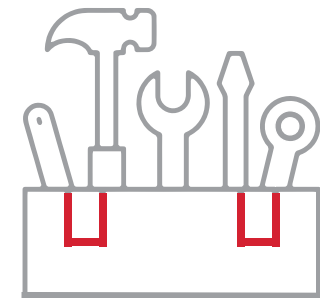
Employees must use company property exclusively for business purposes and ensure it is protected against misuse, loss, or theft.

COMPANY FUNDS

Company funds are to be utilized solely for ViskoTeepak business activities and must not be used for personal purposes unless approved by your manager.

BUSINESS EXPENSES

Business expenses, including those for lunches and travel, must not be combined with personal holidays involving family members or friends without your manager's approval.



Our Commitment:

To use ViskoTeepak property responsibly and only for business, with approval required for any personal use.

Responsible IT & Electronic Communications Use.

ViskoTeepak's IT systems, software, and all means of electronic communication, including the Internet, are intended primarily for business purposes and in the company's interest. Communication tools, anti-virus software, and licenses are for business use only. While some personal use of these systems may occur, it should be minimized and must not interfere with business purposes.

KEY GUIDELINES:

BUSINESS USE

IT systems are primarily for business purposes.

LIMITED PERSONAL USE

Personal use should be minimal and not interfere with work.

PROHIBITED CONTENT:

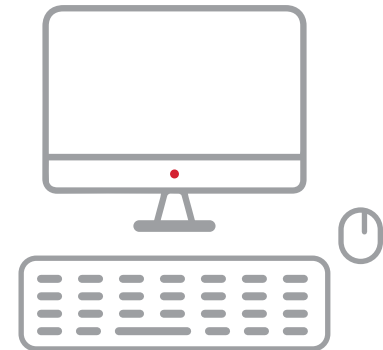
IT systems must not be used to store or communicate content that:

- Breaches applicable legislation
- Harasses colleagues or third parties
- Involves discrimination or other improper behavior

EXAMPLES OF IMPROPER USE:

- Sharing offensive content
- Engaging in harassment
- Violating privacy laws

If there are reasonable suspicions of non-compliance with this Code of Conduct or applicable legislation, ViskoTeepak reserves the right to monitor the use of IT systems and electronic communications in accordance with applicable laws.



Our Commitment:

To use company IT systems and communication tools responsibly, primarily for business purposes, and in compliance with laws and company policies.

Protecting Our People & Property.

At ViskoTeepak, we all share the responsibility to protect our people, property, and reputation by working safely, respecting company assets, and following quality standards. We expect all employees to act responsibly and with integrity in safeguarding the company's people, systems, and assets. This includes refraining from any form of sabotage or intentional disruption of operational or administrative processes. Such actions undermine our shared goals and will be treated as serious misconduct.

SAFETY, QUALITY & A HEALTHY WORK ENVIRONMENT

ViskoTeepak is committed to providing an accident-free, secure, and healthy working environment for all employees.

Our customers rely on us to deliver products that meet our quality standards, necessitating strict adherence to all quality procedures to ensure customer satisfaction.

Safety holds paramount importance in our manufacturing locations, which are governed by workplace safety regulations.

Employees must follow all applicable safety rules and report any accidents, near misses, potential hazards, or environmental concerns to their manager immediately. Safety should never be compromised for efficiency; personal and collective health and safety must always come first. Additionally, any form of violence or threat of violence in the workplace will not be tolerated.

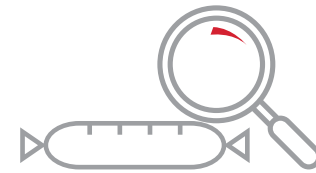


Our Commitment:

We prioritize safety, health, and quality, following all rules and reporting hazards to protect everyone and meet customer expectations.

INTELLECTUAL PROPERTY

ViskoTeepak has developed or acquired licenses for valuable intellectual property, including inventions, product names, software, engineering drawings, and confidential information for its business operations. Employees must comply with applicable intellectual property laws and license conditions. Unauthorized use or disclosure of company intellectual property is prohibited, and the intellectual property rights of third parties must be fully respected.



Our Commitment:

To protect ViskoTeepak's intellectual property and respect the rights of others by using information responsibly and following all legal and license requirements.

HUMAN RIGHTS AND LABOR STANDARDS

At ViskoTeepak, we are committed to upholding the highest standards of human rights and labor practices. We strictly adhere to all relevant laws and regulations concerning child and adolescent labor. As part of our commitment, we prohibit the employment of individuals below the minimum legal working age. Our dedication to these principles ensures a safe, fair, and respectful working environment for all our employees.



Our Commitment:

We follow all labor laws and never employ underage workers, ensuring a safe and fair workplace for everyone.

NO DRUGS POLICY

ViskoTeepak prohibits the use of drugs during working hours. Additionally, any use outside of working hours that negatively impacts work performance is not allowed.



Our Commitment:

We prohibit drug use during work and any use outside work that harms job performance.



**WE REFLECT & LEARN
WITH AN OPEN MIND.**

EMPLOYEE COMMUNICATION & ENGAGEMENT · UNLOCKING OUR POTENTIAL TOGETHER · EMPOWERING GROWTH WITH E-LEARNING

Employee Communication & Engagement.

KEEPING OUR EMPLOYEES INFORMED

COMMUNICATION

Communication is essential to our efforts to engage with employees and foster a culture of transparency, trust, and inclusion.

At the local level, Plant Management Teams coordinate communication by providing regular updates on business performance, local initiatives, and ongoing projects. These updates are shared through different channels like TV screens, employee meetings, and—in larger plants—through structured dialogues with employee representation groups such as the Works Council and Union representatives.

At the group level, our Leaderforum and other internal communication meetings hosted by Group Management ensure that strategic direction and key developments are shared across the organization.

WECONNECT - OUR INTRANET

Our intranet, **WeConnect**, is a central hub for sharing information, ideas, and updates. The **Global Page** features company-wide news and announcements, while location-specific pages ensure that employees receive relevant, localized content. This structure helps us keep everyone informed, no matter where they work. It also encourages collaboration across teams and regions. By staying engaged with WeConnect, employees can stay connected to the bigger picture.



SHARING INFORMATION RESPONSIBLY

Everything on our global website is free to use and share externally. However, content on WeConnect, our internal platform, should be treated with care. Before sharing, consider if the information is meant for public use.



NEED CLARITY?

If there is ever uncertainty about what can or cannot be shared externally, employees are encouraged to reach out to the **Communications Director** for guidance.

Unlocking Our Potential Together.

THE VISKOTEETPAK EMPLOYEE SURVEY

Every voice matters. That's why, every two years, we conduct a comprehensive employee survey to gather invaluable feedback from our entire workforce. Our survey is categorized into four key areas: Trust, Ambition, Fun, and Teamwork. These categories reflect the core values that make ViskoTeepak a great place to work. By focusing on these areas, we ensure that we capture the essence of our workplace culture and identify opportunities for growth. But we don't stop at collecting feedback. Once the results are in, we dive deep into the data, presenting the findings to our team. Together, we engage in meaningful discussions to define actionable plans that address areas for improvement and reinforce our successful practices.



Our Commitment:

We are committed to listening to every employee, using survey feedback to strengthen trust, ambition, fun, and teamwork, and driving continuous improvement across our workplace.

Empowering Growth With E-Learning.

Continuous learning and development are key to both personal and professional success. Learning moments happen in organized settings and as on-the-job training, or through our e-learning platform.

Our e-learning platform, **Sympa learning**, offers a flexible and convenient way for employees to access courses and training materials anytime, anywhere.

OUR E-LEARNING TOOL

PERSONALIZED LEARNING EXPERIENCE: Tailor your learning journey to fit your individual needs and career goals.

FLEXIBILITY AND CONVENIENCE: Learn at your own pace and on your own schedule. Our e-learning tool is accessible from any device, making it easy to integrate learning into your daily routine.

UP-TO-DATE CONTENT: Our courses are regularly updated to reflect the latest and most relevant information.

ENHANCED COLLABORATION: Connect with colleagues and share insights, ask questions, and learn from each other.

MEASURABLE PROGRESS: Track your learning progress and achievements with built-in assessments and certifications. Celebrate your milestones and see how far you've come.

By providing this e-learning tool, ViskoTeepak is committed to fostering a culture of continuous improvement and lifelong learning. We want every employee to feel supported in their professional development and equipped with the tools they need to succeed.



Our Commitment:

We support continuous learning through flexible, personalized development with our Sympa e-learning platform.



**WE ENCOURAGE &
ENERGIZE EACH OTHER.**

CELEBRATING SUCCESS TOGETHER

Celebrating Success Together.

CREATING A WORKPLACE WHERE EVERYONE FEELS VALUED, AND EMPOWERED

TOGETHER - WE THRIVE

At ViskoTeepak, we produce, supply, and sell casings and packaging materials—work that demands close collaboration and clear communication. The complexity of what we do means that flexibility, daily problem-solving, and cross-functional teamwork are essential for success.

That's why we place great importance on how we interact with one another. We expect everyone to take responsibility for encouraging and energizing their colleagues. This means sharing constructive and positive feedback, recognizing each other's efforts, and fostering a culture of openness and mutual support.

Feedback—both giving and receiving it—is not just a tool for improvement, but a foundation for trust and strong team spirit. While this applies to all employees, it is especially important for leaders and role models. Their behaviour sets the tone and helps shape our shared culture.

We also believe in celebrating achievements—big or small. Whether it's a high five after solving a tough challenge, a cake to mark a milestone, or simply acknowledging a job well done, taking time to recognize success helps energize our teams and build a stronger company.

Let's continue to lift each other up, stay connected, and move forward—together.





Thank you for taking the time to read our Code of Conduct. If you have any questions or need further clarification, please reach out to HR or the Communications Director. We're here to support you in upholding our shared values.