



# CORPORATE POLICY & VISION OF THE SÜDPACK GROUP

## OUR VISION

We want to be among the best in our industry.

## OUR MISSION

A healthy planet, healthy people and healthy growth.

## OUR GUIDING VALUES

We are an international, family-run company with Upper Swabian roots and offer outstanding expertise in the manufacturing of high-performance films of premium quality for a wide variety of applications. We are a leader in technology and innovation. Our global sales and service network and our application technology support keep us close to our customers. As a family-run company, sustainability has always been part of our DNA. It guides us in our daily actions – for the good of our company and of our employees.

We have outlined our values of “entrepreneurship,” “innovation,” “care” and “together” in our guiding values. They form the foundation of our corporate policy.

## CORPORATE POLICY

### RESPONSIBILITY DRIVEN

- › For the benefit of our customers, our employees and the partners, the SÜDPACK Group is and will remain a family-run business!
- › The necessary growth of the SÜDPACK Group is achieved organically and independently.
- › With a high degree of personal responsibility, the partners commit themselves to providing long-term and sustainable security for the company.
- › We do not accept any discrimination in the company, resolutely punish any form of criminal offense and require our employees to observe the ethical regulations for corporate governance (CSR).
- › We follow the “Guidelines on Social Responsibility” according to ISO 26000. In our business relationships and interaction with our employees, we commit ourselves to observing ethical standards.

### EMPLOYEE DRIVEN

- › In a society undergoing constant change at an ever faster pace, we want to use our employee and senior management roles to meet the challenges of the modern way in which we work and live together. In these roles, various aspects are described and made tangible for both employees and senior management. These aspects are called for and find expression to varying degrees depending on the situation and hierarchy.
- › “The individual – act in a humane and ethical manner” is one of these roles, and we expect this from all employees in our company.
- › Open communication and expressing appreciation for one another are very important to us – which we regularly demonstrate, for example, in senior management appraisals or employee performance reviews.
- › Each employee can express their requests and expectations in regard to their personal career.
- › We work together with each individual to shape their career planning and professional development.
- › Through appropriate initiatives in the areas of occupational

safety and health protection, we take care of our employees and constantly work to make improvements.

### GOAL DRIVEN

- › We agree on ambitious and measurable annual goals – and cascade them to the team level.
- › The goals are formulated in terms of both quantity and quality, and are monitored and evaluated using key figures.

### CUSTOMER DRIVEN

- › The foundation of our business is long-term partnership with our customers.
- › We are aware of the key contribution our products make to sustainability by protecting products, following the principle of “respect generates sustainability.”
- › We want to nurture customer loyalty over the long run on the basis of trust, thus ensuring our long-term success.
- › We are guided by our customers’ requests: We quickly and effectively respond to changes in the market.

### QUALITY DRIVEN

- › We take the needs and expectations of our customers seriously and fulfill them consistently. This is our understanding of quality and the basis on which we measure ourselves and our products.
- › We strive to make continuous improvements in order to consistently increase our customers’ satisfaction.

### INNOVATION DRIVEN

- › We follow market developments with a forward-looking approach.
- › We are open to new concepts and to the opportunities presented by new materials and technologies, which we develop for future-oriented use.

### LEGAL NORM DRIVEN

- › We commit ourselves to compliance with all pertaining national and international laws, legal norms, administrative and operational requirements as well as voluntary commitments.

### ENVIRONMENT AND ENERGY DRIVEN

- › We prefer the use of processes that reduce energy and raw material consumption and avoid, wherever possible, emissions, noise and waste.
- › We are committed to sustainable economic activity, in particular to continuously improving our energy efficiency. (see also environment and energy policy)

### PRODUCT DRIVEN

- › Our products protect food as well as technical and medical products, thus ensuring that society has what it needs to survive. This is why the protective function and hygiene of our products is of utmost importance to us.
- › Germany’s Federal Ministry of Food and Agriculture has classified us as a systemically relevant supplier in the food supply chain.
- › We know what our customers and end consumers need, which is why we consistently develop our films in order to meet the demands of sustainability, safety and convenience.
- › Our products may not pose a danger of any kind to our customers’ products, whether physical, chemical or biological.

### SUPPLIER DRIVEN

- › We only work with suppliers who have an above-average standard of quality, hygiene and environmental safety and can, as a rule, prove this with the appropriate certifications. Suppliers are evaluated, tested and audited.

We expect our suppliers and service providers to actively participate in continuously improving our management systems.

### OCCUPATIONAL SAFETY DRIVEN

- › We are committed to operating in a sustainable and socially responsible manner, establishing safe and healthy working conditions, and also working towards continuous progress in the fields of safety, health and the environment. (see OH&S policy)

### PRODUCT SAFETY DRIVEN

- › To prevent dangers, we generally prefer a risk-based approach in which existing processes are analyzed based on current events or at least once a year.

### SUSTAINABILITY DRIVEN

- › We work continuously on improving the quality of our products and services and on improving our occupational safety and health protection as well as the satisfaction of our employees.
- › Reducing our environmental impact, conserving resources and having a positive influence on the circular economy are key aims for us in the area of environmental responsibility.
- › We design our production, our manufacturing process and our products in line with the principle of “reduce, reuse, recycle.”
- › We fashion our production environment and processes to be as environmentally friendly as possible.
- › In the development of our products, we pay close attention to reducing the consumption of materials and resources, to their recyclability and to the use of alternative materials.
- › We demonstrate our commitment to the principles of sustainable forestry through the FSC certification of our paper composites and through sustainability certification according to the ISCC Plus standard for closing reusable material loops.
- › The success of our sustainability activities is communicated in our Sustainability Report.

Every employee of the SÜDPACK Group commits themselves to following this corporate policy for the purpose of ensuring the success of our company as well as the associated jobs. The corporate policy of the SÜDPACK Group applies to all affiliated companies and production sites and is the basis of our integrated management system.

## THE MANAGEMENT BOARD OF THE SÜDPACK GROUP

01.04.2025



Erik Bouts



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