



Scholle IPN

Transparency in Supply Chains Statement Pursuant to Section 54 of the UK Modern Slavery Act of 2015

This statement is made on behalf of Scholle IPN UK Ltd., the local affiliate of the Scholle IPN global network of companies.

ACKNOWLEDGMENT AND COMMITMENTS

Modern slavery encompasses human trafficking, forced labor and servitude. Scholle IPN has a zero-tolerance to modern slavery of any kind. We acknowledge that companies can play an important role in eradicating this global challenge by implementing business practices in their operations which affect the qualification and ongoing engagement of their supply chain.

The success and sustainability of our company are, to a great extent, contingent on the respect and dignity with which we treat our employees. Scholle IPN strongly opposes the use of child labor, forced labor, and all other forms of human exploitation whether physical, emotional or psychological in nature.

We are committed to acting ethically and with integrity and transparency in all business dealings and to implementing effective systems and controls to safeguard against any form of slavery in our business. We expect our vendors and suppliers to apply the same standards and will continue to work with them to further develop and implement mechanisms toward this goal.

BUSINESS STRUCTURE

Scholle IPN is an industry-leading performance packaging company that manufactures flexible packaging solutions for a variety of applications including food, beverage, and industrial markets around the world. We offer bag-in-box, custom bags, flotation devices, aseptic pouch packaging, plastic films, filling equipment, and packaging components like fitments and connectors.

RELEVANT BUSINESS PRACTICES AND POLICIES

Scholle IPN implements a series of internal practices to ensure that we are conducting business in an ethical and transparent manner consistent with applicable laws in all jurisdictions where we operate. Our stance against any form of modern day slavery is reflected in at least the following Scholle IPN business practices and policies:

1. **Hiring and Employment.** Scholle IPN job applicants do not have to pay any fees to be considered for a position with the company. Our talent acquisition processes include verification of eligibility for all job candidates. We only hire persons 18 years of age or older. We do not retain any government issued forms of identification presented by job candidates or employees in connection with job eligibility verification or as a condition of employment. We meet or exceed the minimum wage standards in all jurisdictions where we operate. The



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employment rights and obligations of Scholle IPN employees are further supported on location-specific Employee Handbooks.

2. **Whistleblowing Hotline.** The company has an open-door policy: Employees can report any complaints to their supervisors, Human Resources, the Legal Department and/or the facility manager of each Scholle IPN location. In case employees prefer to raise issues anonymously, they are aware that they can call our Ethics Hotline without fear of reprisals. The availability of this multi-language resource is advertised through postings placed in the common areas / lunch rooms of all of our global facilities.

3. **Code of Ethics.** Scholle IPN's Code of Ethics highlights the principles guiding the manner in which we conduct business. It includes the company's expectations of our employees and business partners concerning all forms of modern slavery. New employees are made aware of this policy as part of their onboarding process. Existing employees receive periodic refresher courses carried out in conjunction with our International Business Policy training.

OUR SUPPLY CHAIN

Scholle IPN maintains an authorized supplier list. To qualify as a Scholle IPN supplier, our prospective business partners first undergo a clearance / due diligence process which helps us confirm their standing as law abiding corporate citizens. As part of doing business with Scholle IPN, in addition to our due diligence process, our providers must also agree to grant our purchasing personnel and audit teams access to their facilities for verification of their manufacturing processes, practices, and working conditions. The failure to comply with our business standards will be considered in making a determination to maintain our partnerships with our supply chain.

OUR PERFORMANCE INDICATORS

The effectiveness of our practices and policies in respect of avoidance of human trafficking and other forms of modern day slavery will be evident if no reports are received from employees, the public, or law enforcement agencies to indicate that any instances of such practices have been identified.

APPROVAL

This statement was approved on August 31, 2018 by the undersigned Scholle IPN UK, Ltd. director:

Jasper Moonen: _____