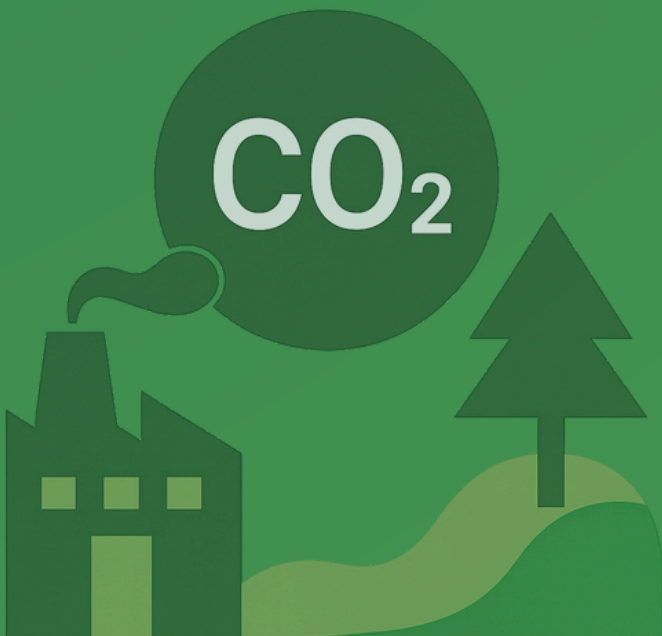




"We provide our customers purposeful and sustainable packaging solutions"

Sustainability Policy



POLICY STATEMENT

At Accon, we see sustainability as a fundamental part of our business and our social responsibility. As a leading provider of packaging solutions, we not only have the opportunity but also the duty to contribute to a more circular and resource-efficient future. Our customers, partners, and employees expect us to take responsibility – not only for the quality of the products we deliver, but also for the way we impact the environment, people, and society.

This Sustainability Policy outlines our principles, commitments, and ambitions. It provides an overview of how we work to reduce our climate footprint, promote ethical business practices, and strengthen social rights across the value chain. We aim to be transparent, and we view sustainability as a continuous journey in which we constantly strive for improvements.

By combining innovation, responsibility, and collaboration with our stakeholders, Accon is committed to delivering not just packaging, but solutions that create lasting value – for our customers and for future generations.

- We provide our customers purposeful and sustainable packaging solutions while minimizing the impact on the environment and waste of packaging materials.
- We are committed to collaborating with our stakeholders to help develop all areas of our operations.
- We require our business partners to comply with the same high ethical standards we have set to ourselves.
- We act as responsible corporate citizens. Our actions are safe for all our stakeholders whether internal or external.
- We are actively working towards more sustainable resource use and environmentally responsible supply chains. Our environmental commitments include continuous reduction of greenhouse gas emissions (Scopes 1, 2 and 3), energy efficiency improvements, and increased use of renewable energy, as disclosed in our Sustainability Report.
- We are contributing to circular economy. Through Accon Greentech, we create a “circular loop” for our products.

- We promote recycling friendly solutions through Accon’s “Ready-For-Recycling” (RFR) system.
 - Through these initiatives, Accon also provides environmental services that enable our customers to reduce waste, raw material use, and carbon emissions. We are committed to continuously developing solutions that help stakeholders lower their environmental footprint and contribute to a more sustainable value chain.
 - We comply with all applicable laws and regulations, company principles, and the below mentioned voluntary programs. Accon as a Group follow up that its own units as well as business partners are complying with applicable laws and regulations – and has a procedure in case any non-compliance is found.
 - We use the best possible materials and substances which are environmentally sound and at our food grade productions the ones which are accepted to be used in food industry.
- Accon is committed to upholding the principles outlined in the UN Global Compact, which include human rights, labor rights, anti-corruption, and environmental protection. Here is a short summary of how Accon complies with these principles

■ **Human Rights:**

- Accon respects and supports the Universal Declaration of Human Rights, ensuring that all individuals associated with the company are treated with dignity, fairness, and respect.
- We have implemented policies and practices to prevent discrimination, forced labor, child labor, and any other human rights abuses within our operations and supply chain.

■ **Labour Rights:**

Accon ensures fair compensation for all employees, including commitments on Living Wages, as outlined in our Labour Rights Policy.

- Accon provides a safe and healthy working environment for its employees, complying with relevant labor laws and regulations.
- We support freedom of association and collective bargaining rights, allowing employees to voice their concerns and negotiate fair working conditions.
- We promote diversity, equal opportunity, and non-discrimination in our workforce.

■ **Anti-Corruption:**

- Accon has a zero-tolerance policy towards corruption in all its forms, including bribery, extortion, and embezzlement.
- We have implemented robust internal control systems and regular audits to ensure transparency and accountability throughout our operations.
- Further details are outlined in Accon's Anti-Corruption Policy, which applies to all employees and business partners

■ **Environmental Protection:**

- Accon acknowledges the importance of environmental sustainability and takes steps to minimize its impact on the environment.
 - We comply with applicable environmental laws and regulations, striving to reduce our carbon footprint and promote resource efficiency.
 - We actively seek innovative solutions to minimize waste generation, conserve energy, and promote the use of renewable resources.
- We promote UN Sustainable Development Goals (SDG).
 - We are members of EcoVadis.

The Group Management Team holds overall responsibility for implementing this policy, which is reviewed annually. This policy is communicated to all employees and made publicly available to stakeholders.