

MMP Tobacco Packaging Sites Germany - Company Policy

Integrated Management Principle of Matrix Organization



„ Success is not a condition but a process of continuous improvement “

Our motto within the MMP Tobacco Sites Germany

We, the companies of the MMP Tobacco Sites Germany, commit ourselves:

- to strive for "Perfect Factory" to be extraordinary.
- to fully implement and follow the quality program "Quality 4.0".
- for the seamless delivery of reliable products and services to meet the customer's requirements.
- to drive automation in our company.
- Restructuring of the documentation of our supplier requirements, to constantly monitor, evaluate and continuously improve processes.
- to participate in CDP (Carbon Footprint) and other similar global initiatives, under the directive of MMP International to ensure sustainability and suitable environmental protections (e.g., Ecovadis and Product Live Cycle, etc.).
- to adhere to all legal, regulatory and any other codes applicable to our projects especially in the areas of environmental protection and pollution reduction
 - to evaluate the potential for reducing plastics within our own processing chain
 - to assist clients in the development of products that also result in the reduction of the use of plastics, within the plastics containing packaging market
 - to produce a more environmentally friendly system of packaging solutions.
- Improvement of sustainability and deployment of more efficient technologies and services, and strengthening the knowledge of our organization with focus on individual responsibilities within this area.
- to take the „Corporate Social Responsibility“ into our focus and to highlight the principles of MMP “Code of Conduct”
- to observe the individual standard for occupational health and safety, especially
 - for appropriate, appropriate measures, such as integrating regular training to maintain the vitality of the staff and systematically improve performance in health & safety
 - to introduce workplace health management and to intensify cooperation with occupational health services.
 - Integration of our employees with regards of consultation and participation on behalf of occupational health and safety
- Improving the conditions of employment, should bring benefits in terms of attracting more employees as the organization grows.
- **We, build dialogues, synergies and close cooperation with our business partners, and suppliers especially in the areas of support and development for NGP's (New Generation Products). In doing so we aim to ensure continuous improvements as well as the suitability, effectiveness and appropriateness of the integrated management custom. We always try to put the interests of our partners ahead of our own interests, via the HLS (Global High Level Structure). Ensuring compliance of all quality management systems according to ISO and other regulatory bodies:**

- Compliance of quality management according to DIN EN ISO 9001
- Compliance of environmental management according to DIN EN ISO 14001
- Compliance of occupational safety management according to DIN EN ISO 45001
- Compliance of the energy management according to DIN EN ISO 50001
- Compliance of product safety and hygiene management according to BRC Packaging / EN 15593
- Compliance of chain of custody FSC®-C115415 according to standard FSC-STD-40004
- Compliance of chain of custody PEFC™/04-31-2055 according to standard PEFC ST 2002:2013
- Appropriate manufacturing procedures regarding ECMA GMP Directive and EU Regulation 1935/2004

In order to meet these requirements, we live the role model culture and provide the necessary resources

Within the individual locations, it is ensured that the content of this policy is known, used, understood and supported by every employee.

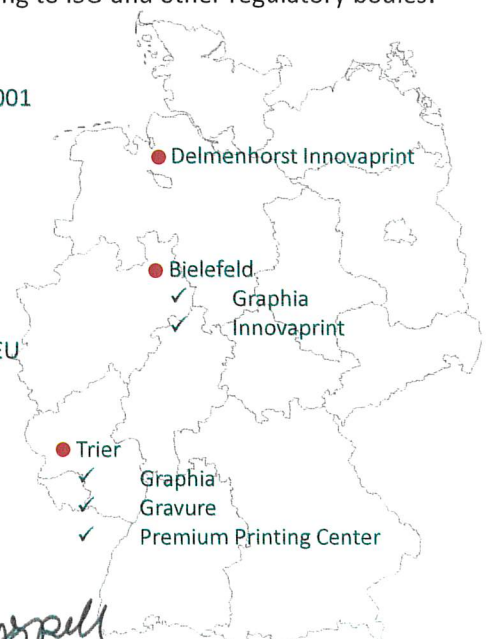
Franz Pehn

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Management Representative

Trier, 24.03.2021



These processes will be reviewed during the annual management reviews and re-evaluated for accuracy and on-time quality control management as guidelines and rules change.