



## **POLICY STATEMENT**

### **CODE OF CONDUCT**

#### **PURPOSE**

The purpose of this Code of Conduct Policy Statement (the "**Statement**") is to ensure that Intelligent Packaging Limited Partnership and its subsidiaries (the "**Company**") is supporting continued growth and has in place clear guidelines on business conduct and ethical behaviour for everyone who represents the Company in carrying out their daily duties. The Company's corporate culture is firmly based on the belief that local management, with a real understanding of their business and culture, can best serve the needs of all our stakeholders.

This Statement is applicable to all the Company's employees whether full time, part time or contract employees and to all directors, whether executive or non-executive, and officers of the Company worldwide (collectively, the "**Employees**" and individually, the "**Employee**").

#### **CODE OF CONDUCT**

The Code of Conduct ("**Code**") focuses on the following five core principles:

1. Protecting our Integrity; this section includes governance on applicability & compliance, acquisitions, contract of employment, violations of the Code of Conduct and internal audit;
2. Doing our business in a responsible way; this section raises awareness of conflicts of interest & outside interests, competition law, prevention of bribery & corruption, fraud, employee loans, accounting & records, prevention of money laundering, information technology, data protection and confidential or insider information;
3. Dealing with our customers, suppliers, and the community; this section details how we interact with our customers and suppliers, the giving & receiving of entertainment and gifts, political donations, and charitable and community donations;
4. Treating our people with honesty and respect; this section provides guidance on the people element of the Code including employment policies, workplace violence, discrimination and harassment, human resource policy and raising a concern; and
5. Managing Environment, Health, Safety & Sustainability; this section provides an overview of the Company's environment, health, safety & sustainability policy and outlines the Company's approach to alcohol, drugs, and other substances.

#### **COMMUNICATION AND EDUCATION**

The Code of Conduct, which supports this Statement, is communicated to all Employees. All Employees should familiarize themselves with the contents of the Code and are responsible for adhering to the principles set out within.

#### **BREACH OF THE CODE**

A breach of the Code of Conduct may result in disciplinary action including immediate termination of employment for cause. It can also lead to civil and/or criminal liability. Any actual or potential violations or suspected violations of the Code or applicable laws must be immediately reported.