

## An Introduction

The Weedon Group is a family owned business which has grown through both organic growth and acquisition to be one of the UK's largest integrated corrugated packaging groups, serving all sectors of the corrugated packaging and display markets. It has invested heavily in state-of-the-art equipment and is the industry's leading innovator of new products.

The Weedon Group is dedicated to conducting business in accordance with the highest ethical standards. Our Code of Conduct reflects our dedication to operating sustainably with integrity and purpose, and complying with all applicable laws and regulations, good business ethics and a commitment to quality and service.

## Our Code

The Weedon Group is dedicated to conducting business in accordance with the highest ethical standards. Our Code of Business Conduct is a reflection of these standards and provides all employee's with the information needed to strive for excellence in our products, services and relationships.

The Code applies to our Board of Directors and all employees. We also require individuals, entities, agents or anyone acting on our behalf to comply with our Code.

- **Compliance with the Law:** We understand that the future success of our Group depends upon understanding the laws and regulations that apply to our business. We set a minimum (and absolute) standard of compliance with the law, but expect our people to hold themselves to higher standards as appropriate.
- **Anti-bribery and Anti-corruption:** Our Group maintains a zero-tolerance policy regarding acts of bribery and corruption. We comply with all anti-bribery and anti-corruption laws, not only because it is our legal duty to do so, but also because it supports the commitment we make to conducting business ethically and honestly.
- **Fair Competition and Trade Practices:** It is our policy to comply fully with all aspects of local, national and international competition and anti-trust laws wherever we seek to do business. We require a fair and open marketplace and recognize that our competitive advantage is achieved through delivery of excellent products and services, and never through unethical or illegal business practices.
- **Ethical Behavior:** The Weedon Group maintain a standard of behavior that is fundamentally respectful and fair, where the uncompromising integrity and honesty of every employee is without question.
  - **Workforce:** We promote a diverse workforce. We prohibit discrimination, harassment, bullying and other unfair practices in the conduct of our day-to-day business, and will recruit, hire and train without regard to race, colour, gender, sexual orientation, age, religion, creed, national origin, disability or other legally protected status.

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- **Social Citizenship:** We comply with the principles expressed in the United Nations Declaration of Human Rights and the fundamental Principles and Rights at Work developed by the International Labour Organization (ILO) and the Ethical Trade Initiative (ETI) Base Code in all countries in which the suppliers have a presence.
  - That means that we:
    - support freedom of association and collective bargaining
    - prohibit child labour and forced labour.
    - treat employees humanely.
    - respect employee contributions
    - provide fair compensation with no disciplinary wage deduction.
    - encourage continuous training and development.
    - promote community involvement.
  
- **Health and Safety:** We adhere to proven health and safety standards and practices in the operation of our facilities to protect the welfare of employees, visitors, contractors and the public. We have policies and systems in place to promote a positive safety culture, and we review and improve those policies and systems regularly, based on best practice, day-to-day experience and a recognition of changing standards.
- **Safeguarding the Natural Environment:** We are committed to protecting the human and natural environment through the efficient use of resources. We will focus on preventing pollution, promoting recycling and the sustainable use of natural resources, minimizing waste.
- **Confidentiality:** We are committed to protecting the confidentiality of information about our Group, our employees, our customers and our suppliers. We are also subject to strict General Data Protection laws.
- **Social Media:** We trust employees to use good judgment in use of social media. When posting online in a personal capacity to make it clear that an employee is speaking on their own behalf and that their views are theirs and not the Weedon Group's.
- **Commitment to Quality and Service:** We expect all employees to be aligned with our commitment to Quality and Service.
- **Whistleblowing:** We are committed to ensuring that every employee or interested party has the opportunity to report wrong doing or potential wrong doing and when doing so that they feel supported and have no fears of retaliation or reprisal. Employee's or interested parties can raise their concerns by our Whistleblowing Policy on the group's website.

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The Weedon Group created this Code to clarify the principles and expectations for all employee's of the Weedon Group.

Signed

A handwritten signature in black ink, appearing to read 'John Weedon', with a long, sweeping underline.

John Weedon  
Weedon Group Managing Director