

A P P V I O N

COMPANY VALUES

At Appvion, how we achieve success is as important as the success we achieve. We conduct ourselves in accordance with the highest business standards, provide safe environments for our team members, and manufacture with sustainable practices. Honesty, integrity, and ethical behavior are the cornerstone of every business relationship, which is why we focus on earning our customers' trust by providing exceptional service, ensuring consistent product quality, and making it easy to do business with us. Our goal is to generate value for each customer by creating solutions that improve their business for the long term.

SAFETY

There is nothing more important than the safety and well-being of our employees. We are personally accountable for our safety and the safety of others. We measure, learn, and share information to improve safety continuously.

INTEGRITY

We treat all people with dignity and respect. We conduct ourselves in accordance with the highest business standards. Integrity and ethical behavior are the foundation of our lasting business success.

CUSTOMER FOCUS

Strong customer relationships are essential. We pride ourselves on understanding their needs and ensuring customer satisfaction to create economic value for Appvion and our customers.

VALUE CREATION

Our goal is to create real long-term value by economic means. We strive to eliminate waste, understand, develop, and apply proven techniques to achieve superior results in all areas of our company.

EXCELLENCE IN ALL WE DO

We strive to demonstrate the sense of urgency and entrepreneurial spirit that started every great company. We challenge our organization in a way that increases confidence in our abilities and returns cost of capital year over year.

ACCOUNTABILITY

We consistently hold ourselves and our colleagues accountable to ensure productivity in our area of responsibility. We recognize, celebrate, and reward our successes and also have the courage to address underperformance.

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SUPPLIER CODE OF CONDUCT

Appvion's Supplier Code of Conduct articulates our vision and expectation for key corporate and social responsibilities areas. This Code of Conduct applies to all businesses that provide products or services to Appvion and its subsidiaries, joint ventures, divisions, or affiliates. Appvion requires suppliers to enforce this Code of Conduct by communicating its principles to their supervisors, employees, and suppliers and embracing it as a business condition.

Appvion suppliers must comply with the laws, rules, regulations, and Appvion policies of the countries and locations in which they operate. Appvion suppliers shall be familiar with their suppliers and subcontractors' business practices and ensure they operate according to this Code of Conduct. Appvion may discontinue its relationship with suppliers who fail to comply with this code.

All suppliers and vendors shall work jointly with Appvion to continually improve products and services in the areas of safety, environmental stewardship, quality, performance, and value. Please see the links below for additional related policies.

<u>Environmental Policy</u>	<u>Corporate Safety Policy</u>
<u>Product Safety Policy</u>	<u>Sustainability Policy</u>

Environmental Stewardship Policy

Suppliers shall conduct their operations in a way that minimizes the impact on natural resources and protects the environment, customers, and employees.

- **Environmental Compliance:** Suppliers shall ensure that their operations comply with all laws, permits, and regulations, including, but not limited to, air emissions, water discharges, hazardous materials, and hazardous waste.
- **Product Content Restriction:** Suppliers shall adhere to all applicable laws and regulations associated with the use and restriction of specific substances. Suppliers shall maintain sufficient knowledge of input materials to ensure they were obtained from permissible sources and procured in compliance with all laws and regulations.
- **Environmental Impact:** Suppliers shall strive to reduce adverse environmental impacts through active management and performance-driven objectives.
- **Waste Minimization:** Suppliers shall establish, document, and implement a waste minimization and recycling plan to reduce or eliminate waste and waste streams, including water and energy.

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Health and Safety Policy

Suppliers shall make every effort to ensure that the employees, contractors, and the community are kept safe at all times and that the workplace is in compliance with all applicable laws and regulations.

- **Occupational Health:** Supplier shall establish procedures and systems that define, manage, track, and report occupational injury and illnesses. Workers should be required to report any injuries or concerns.
- **Health and Safety Training and Communications:** To foster a safe working environment, Suppliers shall promote safety via programs such as employee committees, training, safety communications, incident, and lessons learned reviews.
- **Prevention of Chemical Exposures:** Suppliers shall identify, evaluate, and control worker's exposure to hazardous chemicals and materials. Protection includes, but is not limited to, elimination or substitution of the hazardous component, engineered controls, administrative controls, and personal protective equipment.
- **Hazard Communication:** Suppliers shall maintain an adequate hazard communication policy and procedures for proper handling, storage, and labeling of hazardous materials. Suppliers shall provide all necessary safety data sheets (SDS) to Appvion.
- **Emergency Prevention, Preparedness, and Response:** Suppliers shall prepare for all possible emergencies. Emergency planning includes, but is not limited to, procedure generation, reporting, notification protocol, and responsibilities, FMEA practice drills, evacuations plans, prevention equipment, and first aid supplies.

Ethics Policy

Suppliers shall develop and maintain a Code of Business Conduct and Ethics available to all employees.

- **Business Integrity:** Suppliers shall adhere to all laws and regulations and are strictly prohibited from the use of corruption, extortion, embezzlement, unfair business practices, conflict of business practices, and improper payments (gifts, bribes, and kickbacks). This policy applies even when local laws or customs may permit such activity.
- **Disclosure and Protection of Confidential Information:** All information shared by Appvion shall be considered confidential and must be strictly protected at all times. Any breach of confidentiality should be reported to Appvion immediately.
- **Trademarks:** Suppliers may not use the Appvion trademark, images, or other materials to which Appvion owns the copyright unless explicitly authorized by Appvion's written consent.
- **Corporate Citizenship:** Suppliers shall be good corporate citizens in the community. Suppliers will lead, promote, and encourage employees to volunteer in social and economic development within their communities.

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Workplace and Human Rights

- Suppliers shall provide a workplace that is respectful and free of harassment and inhumane treatment. Sexual harassment, corporal punishment, docking of pay for punishment, mental or physical coercion, verbal abuse, and threat are not acceptable practices.
- Suppliers shall not use child labor and comply with the International Labor Organization conventions 138 and 182. Child refers to any person under 15, underage for completing compulsory education, or under the legal minimum age for employment in the country of supply.
- Suppliers' hiring practices shall be free of discrimination based on race, color, age, gender, sexual orientation, ethnicity, disability, religion, political affiliation, or marital status. In addition, suppliers must verify worker's legal right to work in the country and ensure that all mandatory documents, such as work permits, are available.
- Minimum wage paid, benefits, and work hours must follow all applicable laws and regulations of the supplier's location.
- Suppliers shall guarantee that terms of employment are voluntary. Suppliers shall not participate in or purchase materials or services from entities participating in human trafficking, involuntary or slave labor, or indebted labor. Suppliers shall certify that materials included in their products comply with the slavery and human trafficking laws of the country or countries in which they do business.

Management System

- Suppliers shall ensure that adequate and effective management systems, policies, procedures, documentation, and training are in place to ensure ongoing compliance with laws and regulations and Appvion's Supplier Code of Conduct. These management systems shall, at a minimum, comply with any applicable industry standards.
- Upon Appvion's request, Suppliers shall provide all information about the management of relevant issues outlined in this Supplier Code of Conduct to demonstrate compliance.
- If a supplier is out of compliance with the Appvion Supplier Code of Conduct, Appvion, in its sole discretion, may request an immediate remediation plan, discontinue the business relationship, or terminate any service or supplies agreement with the supplier.