



CODE OF CONDUCT – PYROLL PACKAGING

Pyroll Packaging is committed to operating responsibly.

Environment

- We respect the environment and comply with the environmental and other legislation.
- We aim to develop our operations so that all available resources are utilised as effectively as possible, and that any environmental impact is minimised.
- We conduct our waste management according to the local policies and laws.

Business ethics

- We comply with all generally applicable laws, rules, and regulations.
- Any information relating to trading activities between Pyroll and its business partners are confidential and may not be disclosed to third parties.
- Bribery and corruption will not be tolerated.

Working conditions and social treatment

- We respect the values defined in the Universal Declaration of Human Rights.
- We treat all employees fairly and equally, without discrimination.
- Our employees may join Trade Unions and participate in their activities.
- We, for our part, adhere to applicable laws and collective agreements regarding our workers.
- We do not use child labour, forced labour or debt bondage labour.

Safety at work

- Our employees work in safe conditions.
- We comply with the Act on Labour Protection and seek to prevent industrial accidents.

In Helsinki, Finland, 1st of January 2022

Vesa Keränen
Chairman of the Board
Pyroll Pakkaukset Group Oy

Mika Lankila
CEO
Pyroll Pakkaukset Group Oy