



Business Ethics Policy

November 2021

1. Introduction

Allpack is a trusted leader providing services of pharmaceutical packaging. To ensure a level of trust among the organization and our stakeholders, we are committed to high ethical standards in our business dealings. This policy provides a more detailed explanation of our principles and rules of operation. It describes what we expect from us and our employees. It is essential that the standards set out in this policy have to be applied in allpack's business.

2. Rules and Principles

2.1. Anti-bribery and corruption

We do not tolerate any form of corruption and bribery. Any payments, gifts or inducements made by or on behalf of allpack and which induce or are intended to induce someone to act improperly and payments, gifts or inducements to public officials to influence them in the performance of their duty, are matters which will be investigated and may result in disciplinary action. The acceptance of gifts, money or entertainment from third parts is prohibited. Our employees should not accept gifts, money or entertainment where these might reasonably be considered likely to influence business transactions.

2.2. Anti-competitive practices and antitrust issues

We are committed to a fair competition and do not participate in activities or discussions that suppress fair and open competition. Our competitive success is built on providing good value and service excellence. We sell our products in compliance with all competition rules and regulations, and in line with high ethical standards.

2.3. Conflicts of interest

Our employees have to avoid business, financial or other direct or indirect interests or relationships which conflict with interests of allpack. Some examples may be accepting offers of gifts, payments or entertainment from third parts and/or hold a position of interests in a competitor company.

2.4. Anti-money laundering

We are strictly against money laundering. Our organization refuses any relationships with organized crime groups.

2.5. Fiduciary

Our financial books accurately and fairly reflect, our assets, liabilities, revenues, costs and expenses. The recording of information comply with relevant laws and accounting standards. Misleading entries or intentional omissions are absolutely prohibited. Our employees are obligated to ensure that any information that is recorded is accurate and complete.

2.6. Information security

To take care of our customers privacy, we attach great importance to dealing careful with sensitive data. Our employees are obligated to keep confidential all commercially sensitive information relating to allpack, our customers or suppliers. The disclosure of confidential information to any third party during or after employment is not permitted.

3. Implementation

This policy is applicable to all employees of allpack, and is to be shared publicly for all stakeholders to view. We provide our employees with the education, skills and training to adhere to the policy. We verify adherence through internal and external audits, and we encourage employees to report to management any behaviour inconsistent with this policy. With the signing of the employment contract and staff regulation employees of allpack commit themselves to respect rules and principles set by allpack. The policy will be reviewed periodically.