

Social Responsibility Policy

Hartmann Packaging A/S

March 2025

I. Introduction

Hartmann has since the construction of our first production plant in 1936 produced our moulded-fibre packaging from recycled raw materials, and circularity has always been the very foundation of our business model. The sustainable profile of our products has been a key competitive strength and a growth driver for years. We continuously strive to improve our processes and ensure that our products will remain the most sustainable packaging solution going forward – and we are therefore stepping up our efforts to identify opportunities, accelerate improvement initiatives and report on our progress and challenges.

The company is committed to UN Global Compact and its principles, which we will continue to support in the future. Simultaneously, we are committed to support the UN Sustainable Development Goals with a particular focus on six selected goals that we are particularly well-positioned to contribute to due to the nature of our business activities.

I look forward to the journey ahead and aim to continuously evolve and improve our approach, welcoming any feedback from our talented employees or other stakeholders.

Sincerely,

Torben Rosenkrantz-Theil, CEO

2. Report your concerns

Hartmann encourages employees to report concerns through the channel, which they are most comfortable with. It could be your manager, another member of management, or a relevant supporting function such as Legal (legal@hartmann-packaging.com) or HR (hr@hartmann-packaging.com). You can also report through the whistleblower system.

3. Human rights

In accordance with principles 1 and 2 of the Global Compact, Hartmann supports and respects the protection of internationally proclaimed human rights and ensures that the group is not complicit in human rights abuses. We endeavour to secure health and safety in the workplace by means of cleaner technologies and improved procedures to avoid work-related accidents, and we also support competency development in our employees. Hartmann also has a wages policy in alignment with the level at local industrial companies in order to secure a decent salary for the well-being of employees and their families.

Hartmann has also taken an active approach to promote the UN Sustainable Development Goals (SDG), because we believe that a global partnership is necessary in the intend to end poverty and improve health and education conditions for unfortunate people all over the world. We also believe that the global partnership can spur economic growth and contribute to finding solutions to climate change, including preservation of our oceans and forests. It is our opinion that it is not possible to secure human rights, without also focusing on climate change, since the changes in the climate have an enormous impact on all people in the world – in particular the poorest people.

The company has chosen to focus on six specific goals that we are particularly well-positioned to contribute to due to the nature of our business activities. The six goals are:

- Life below water
- Climate action
- Clean water and sanitation
- Responsible consumption and production
- Decent work and economic growth
- Gender equality

4. Protecting employees and customers

In accordance with principles 3, 4, 5 and 6 of the Global Compact, the company recognises the right of employees to be members of a trade union and negotiate pay and working conditions. The company also supports elimination of all forms of forced and compulsory labor, and we have procedures to ensure that persons below the minimum age are not employed.

We also endeavour to prevent discriminatory practices in recruitment processes in order to secure equal opportunities for both men and women of all backgrounds, and Hartmann supports

more women in the managerial levels in the company in order to seek an equal level of men and women. Our commitment is further expressed in our Diversity Policy.

It is also immensely important for Hartmann that our employees are safe, when they come to work. Safeguarding the health and safety of all employees is paramount to attract and retain skilled staff, deliver satisfactory operational performance, complying with applicable regulation and maintaining a good relationship with all stakeholders. We cooperate with safety representatives, workers' councils and unions to receive relevant input in order to continuously improve working conditions.

As a food packaging manufacturer, it is also of critical importance to us that our products in no way compromise the health and safety of our customers and end-consumers. We maintain a relentless focus on monitoring, controlling and testing our production processes and our end-products in accordance with applicable requirements for food safety.

Our initiatives include:

- zero work-related accidents in category I.
- maintain ISO 45001 certificate for occupational health and safety management.
- Maintain ISO 22000 certificate for food safety.

5. Protecting the environment

Hartmann systematically and proactively protect, respect and safeguard the environment and climate in our daily business activities by development of energy efficient production methods and products, training of employees and influencing suppliers and stakeholders. We support a precautionary approach to environmental and climate challenges, undertake initiatives to promote greater responsibility and encourage the development and diffusion of environmental and climate-friendly technologies in accordance with principles 7, 8 and 9 of the Global Compact

Our initiatives in our production include:

- More than 95 % recycled raw materials.
- More than 95 % of biodegradable products.
- Raw materials that can be recycled more than once.
- CO2 emissions to be reduced by 50 % in 2030.

6. Anti-corruption

In accordance with principle 10 of the Global Compact, Hartmann works against corruption in all aspects, including extortion and bribery. We support an open dialogue with all our business partners, including our suppliers, and we have guidelines in place specifying how to avoid bribery and corruption. Audits with suppliers are regularly conducted and if misconduct is revealed in an audit, the business arrangement will be terminated.

Our initiatives include:

- Audits of selected suppliers
- Due diligence of new suppliers to ensure that they acknowledge and respect their responsibilities when they do business with Hartmann.

7. Policy review and training

This Policy was last approved by the Board of Directors in March 2025, and is approved annually. All employees will be assigned annual training in this Social Responsibility Policy in Hartmann Academy and will receive a diploma after having completed the training.