

Corporate Social Responsibility & Environmental Management Policy

GENERAL PRINCIPLES

Boxon is a packaging company that provides packaging and labelling solutions, as well as a number of systems and services. The company operates a decentralised business model, with three business areas structured as subsidiaries.

The responsibility for ensuring compliance with this CSR and Environmental Management Policy rests with the Group CEO of Boxon, whereas the responsibility for adhering to and following up this policy in each subsidiary rests with the managing director that subsidiary.

Boxon promotes sustainable development that takes long-term environmental aspects into consideration and balances social and economic requirements. Boxon develops and upholds

profitable, sustainable and ethical business activities. The company has a long history of responsible business practice which it is duty-bound to maintain.

We interact respectfully with the environments in which we operate, our employees, our business partners and the wider community. Our business concept and our strategies support good environmental management and corporate social responsibility.

Boxon's business activities adhere to the following principles:

- We work in accordance with all applicable laws in the countries in which we operate.
- It is our ambition to operate all parts

of our business in an ethically sound and legally correct manner:

- It is our ambition to operate our business in close dialogue with our employees, our business partners and other stakeholders who may affect or be affected by our business.
- Our employees are expected to follow Boxon's principles and feel responsibility for their own conduct and for Boxon's products and services.

Boxon values its reputation as a trustworthy and responsible company that always lives up to its commitments. Boxon's long-term business relationships are the basis on which it creates value for its customers and owners.

CORPORATE SOCIAL RESPONSIBILITY

Boxon's business is based on long-lasting and strong relationships with customers and suppliers. Our employees' motivation and drive to achieve good results and interact respectfully with our business partners and with the world at large are crucial to our success. Our business is firmly based on sound ethics and great respect for every single person we encounter inside and outside the company.

Boxon's business activities adhere to the following principles:

- We always act in a way that ensures

the company's interests and the employee's interests are never brought into conflict. If a conflict of interest or uncertainty on any issue of this type should arise, the case should be referred without delay to an immediate superior or the Chairman of the Board of Directors of the relevant company.

- We respect and fulfil our obligations towards our employees in accordance with national legislation and social security agreements. We respect workers' rights to organize in any

workers' organization and collective bargaining. We do not accept child labour or forced labour.

- We do not accept any form of bribery or undue influence.
- We provide our employees with the same opportunities regardless of age, skin colour, sex, nationality, religion, sexual orientation or ethnicity.
- We do not accept discrimination or harassment.
- We provide a safe and healthy working environment, and carry out systematic improvement work.

BOXON'S ENVIRONMENTAL MANAGEMENT

Environmental aspects are integrated into Boxon's business activities. Environmental plans and systematic work are used as a means of achieving continuous improvements in this regard.

We adopt an approach that leads to long-term sustainable development. This

means that we strive for high efficiency in the use of energy and natural resources, promote systems for the recovery and recycling of materials and energy, as well as prevent and limit any contamination of the environment. We regard statutory provisions as minimum requirements.

We are responsive to the wishes of customers and suppliers and strive to meet the market's environmental requirements. Our choice of raw materials should result in high product safety and environmental standards.

ENVIRONMENTAL IMPACT

Boxon works continuously to minimise its environmental impact.

Boxon's main business activities consist of commerce and distribution. Only a few of the Group's companies engage

in manufacturing. This means Boxon's environmental impact is minimal and mainly related to transportation of finished products, business journeys and waste management. Environmental aspects are

taken into consideration throughout the entire production chain, which ensures that the products' component parts are as environmentally sustainable as possible.