



PAPTIC CODE OF CONDUCT

INTRODUCTION AND SCOPE

This Code of Conduct is to ensure that all Paptic Ltd operations are conducted in a responsible and ethical manner. All activities within Paptic Ltd are executed in accordance with the United Nations Global Compact and its principles.

The guidelines specified below concern the entire personnel of Paptic Ltd, and Paptic Ltd will train its staff to ensure that it is communicated, understood and complied with all employees.

COMPLIANCE AND GUIDELINES

ENVIRONMENTAL RESPONSIBILITY

The vision of Paptic Ltd is to be the pioneer in environmental and sustainable development. The Paptic mission is to help businesses to address the global challenge of plastic waste accumulating into the oceans with novel renewable, recyclable and reusable products and materials. That sets the guidelines for all actions from raw material selection and material production to end of life of Paptic products.

Paptic works continually to minimize environmental effects and other negative impacts on the environment. Constant improvements are made in terms of environmental protection and initiatives are taken to promote greater environmental responsibility. A precautionary approach to environmental challenges is taken and the development of environmentally friendly technologies is encouraged.

Paptic advances sustainable forestry by using only sustainably sourced and certified wood. Environmentally responsible raw material choices and efficient use of materials as well as recycling are a part of our everyday

actions. All chemicals used by employees are handled safely and properly to protect human health and the environment. The above actions are always in accordance with the safety and recycling regulations in force.

SOCIAL RESPONSIBILITY

Internationally proclaimed human rights are supported and respected. These rights are not violated in any case within the Paptic organization and all its operations. Discrimination in any form is not accepted, and equality is promoted throughout all actions. The rights to freedom of association and collective bargaining are recognized and respected in accordance with the laws in the countries in which the employee is employed. Communication and dialogue is practiced in an open and fair manner.

Paptic offers a safe and healthy working environment for its staff and takes responsibility for the health and safety of its employees by providing training and ensuring that employees are educated in health and safety issues. All possible precautionary actions are taken to prevent accidents and occupational diseases. If a risk is

identified, actions are taken to reduce or delete this risk.

Paptic is in compliance with current labor legislation and the United Nations *Convention on the Rights of the Child*. No form of child labor or labor involving minors is ever allowed. Minimum age for employment is 15 years. Also any form of forced labor or slave labor is not allowed in any operations.

BUSINESS RESPONSIBILITY

Paptic complies and acts in accordance with national legislation and applicable laws and regulations in all its actions, and in all countries where operations happen.

Paptic does not tolerate and will not engage in any form of corruption, bribery or fraudulent actions, and Paptic employees are not to accept any bribes.

Business decisions at Paptic are always made in the best interest of the employer, and these decisions must not be influenced by an employee's personal relationships and/or considerations. Employees must not participate in business transactions that might cause a conflict between the interests of Paptic and the

interests of the employee or his/her contacts.

Paptic employees must in all activities comply with applicable competition laws that protect and promote effective competition, and are not to take part in any actions that restrict competition.

Also secrecy of any business information, regarding for example customers, personnel, company's operations and business partners, is maintained and will not be exchanged with competitors or any other unauthorised parties. All the above information is strictly confidential, and it is processed and protected with best practices.

This Code of Conduct has been approved by Paptic Ltd Board of Directors and signed by Co-Founder and Chief Executive Officer Mr. Tuomas Mustonen on December 18th 2017.



Tuomas Mustonen
Chief Executive Officer, Paptic Ltd