

Paptic's Sustainability Policy

December 2022

Paptic works to replace fossil plastics in packaging with sustainable, recyclable, and circular solutions to decrease the use of fossil raw materials. We exist because the world needs better packaging.

Our motto "Obliged by Awareness – Conscientia Obligat" means we make conscious, fact-based choices to be a transparently sustainable partner to our customers, and to enhance resource efficiency and circularity in society. Paptic's Sustainability Policy steers our work throughout the company.

As a participant in the UN Global Compact, Paptic is committed to the UN GC Ten Principles, including the UN Universal Declaration of Human Rights. Our positive contribution to the world is made by people that we respect as they are – as individuals with full human rights.

Our choices and solutions support the UN's Sustainable Development Goals. Paptic aims for its actions to positively contribute to enhancing circularity and respecting planetary boundaries, mitigating climate change, safeguarding biodiversity, and providing customers with sustainable packaging solutions that are suitable for the circular economy.

- **Wood-based fibre from sustainable sources.** We are committed to using fibre from sustainably managed forests, and from certified and traceable sources. Sustainable forest management upholds natural values and safeguards biodiversity
- **Bio-based raw materials.** We are constantly researching the potential of bio-based raw materials to provide our customers with fully regenerative and well-functioning solutions
- **Resource efficiency.** Resource efficiency guides our innovation and manufacturing to continuously improve our environmental performance, and to minimise the environmental impacts and discharge of emissions in air and water
- **Suitable for the circular economy.** All the materials we produce are designed to be light-weight and to be suitable for existing and efficient recycling systems. Paptic materials are used to replace fossil plastics and thereby decrease the generation of plastic waste and microplastics. We promote fibre recycling over many life cycles.

We work with a mindset of reliability and innovativeness, and we provide our customers and other stakeholders with comprehensive and transparent information.

Paptic's Sustainability Policy leans on our Code of Conduct. This Policy is applicable to all Paptic employees, and to anyone working or acting on behalf of Paptic.

In Espoo, Finland
21 December 2022



Tuomas Mustonen, CEO

Sustainability Policy Governance

Paptic's Sustainability Policy is based on our Code of Conduct, and it is supported by our other policies and guidelines. Our policies are revised every other year, or more frequently as needed. Our policies are approved by the Board of Directors and signed by company CEO. This Policy is applicable to all Paptic employees, and to anyone working or acting on behalf of Paptic.

Responsibility	Responsible position
Policy owner	Chief Sustainability Officer
Policy author	Sustainability in collaboration with Communications
Policy review	Management Team
Policy approval	Board of Directors; the Policy signed by CEO
Implementation of the policy	The Policy Owner is responsible for general company-level implementation