



Paptic's People Policy

October 2025

Paptic works to replace 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 People Policy demonstrates Paptic's commitment to humane and safe work, well-being, and respect for human rights. The People Policy outlines the principles according to which we take people into consideration throughout the company and in collaboration with stakeholders.

Paptic respects the highest standards of human rights in its own operations, and expects the same from its partners and other stakeholders. As a participant in the UN Global Compact, we respect and promote human rights according to the UN Guiding Principles on Business and Human Rights. The policy is guided by international human rights principles encompassed in the Universal Declaration of Human Rights.

- **Health and safety.** Every Paptic employee should finish their working day as healthy as they were when they started it. We provide a safe working environment for everyone. We are safety-conscious and manage and take precautionary actions to promote health and safety culture throughout our operations.
- **Human rights.** We strive for equality and non-discrimination in our working environment. We all have the right to be treated equally regardless of our race, ethnicity, nationality, religion, belief, gender, sexual orientation, gender identity or expression, age, disability or any other protected status.
- **Leadership for a flourishing culture.** We take pride in our culture and leadership that supports the freedom to express opinions, utilize competences and celebrate diverse personalities to pursue common targets. As we grow, we value an organizational culture that comprises trust, appreciation, curiosity, and the passion to make a difference. At Paptic, challenges are overcome together, but successes are also achieved and celebrated together. We are happy to see Paptic people flourishing as they are.
- **Competences and remuneration.** We strive to attract talented people who are willing to create solutions to identified challenges. We are committed to providing fair and competitive compensation for our people.
- **Compliance and doing the right thing.** We are committed to being a responsible employer and partner that emphasizes the importance of ethics - doing the right things. We respect local laws and regulations, and we are compliant in every country we operate in.

Paptic's People Policy is based 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
1 October 2025



Tuomas Mustonen, CEO

People Policy Governance

Paptic's People 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	Head of People
Policy author	HR, in collaboration with Sustainability & 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