



Our Vision

Our company strengths are taking technical know-how and combining it with science and market insight to create value for our customers. That's the definition of applied innovation, the term that gave rise to the name Appvion. At Appvion we accelerate applied innovation to add value to products and processes for our customers.

Our Values

Safety, integrity, accountability and teamwork are all lessons you learn early in this business; lessons that have helped us make and ship millions of tons of product. And they're lessons we take with us into all aspects of our business. Valuing the skills and differences of our employees allows us to offer the highest levels of quality, both in our products and our customer service.

The Appvion Way

Like most companies, we have growth goals and revenue targets. But they don't define us. These eight simple words do:

Respect all. Serve passionately. Improve always. Win together.

That means sharing our respect and passion with all of our customers, suppliers and co-workers. It means constantly improving our use of time, talent and resources. And most of all, it means that when we work together, we win.

Since 1907 Appvion has operated with the highest ethical standards and integrity. It is imperative that we continue to build on our proud heritage and continue to position Appvion for future innovative growth. Vital to our ongoing success is our commitments to our employees, environment, suppliers, customers and the communities in which we operate.

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Appvion Supplier Code of Conduct

Appvion's Supplier Code of Conduct articulates our vision and expectation with respect to key areas of corporate and social responsibilities. This Code of Conduct applies to all businesses that provide products or services to Appvion and its subsidiaries, joint ventures, divisions, or affiliates. Appvion requires suppliers to assist Appvion by enforcing this Code of Conduct by communicating its principles to their supervisors, employees, and suppliers and embrace it as a condition of doing business.

Appvion suppliers must comply with the laws, rules, regulations, and Appvion policies of the countries and locations in which they operate. They are expected to be familiar with the business practices of their suppliers and subcontractors, and ensure they operate according to this Code of Conduct. Appvion may discontinue its relationship with suppliers who fail to comply with this code.

Environmental Stewardship Policy

- Our suppliers will work with us as partners to continually improve products and services in the areas of safety, environmental stewardship, quality, performance and value.
- Respect for the environment is crucial to future generations. Suppliers are expected to conduct their operations in a way that minimizes the impact on natural resources and protects the environment, customers, and employees.
- Environmental Permits: Suppliers must ensure that their operations comply with any and all laws, permits, and regulations related to air emissions, water discharges, toxic substances, and hazardous waste disposal. Product Content Restriction: Suppliers will adhere to all applicable laws and regulations associated with the use and restriction of specific substances. This includes, but is not limited to, regulations for substance exposure, usage, labeling, recycling and disposal.
- Chemicals and Hazardous Materials: Suppliers will ensure that all hazardous chemicals and other materials posing a hazard to employee, environment or community are properly identified, handled, stored, recycled and disposed of.
- Wastewater and Solid Waste: Supplier will adhere to all applicable laws, permits and regulations associated with the disposal of all waste



- Waste Minimization: Suppliers will establish, document and implement a waste minimization and recycling plan to reduce or eliminate waste and waste streams, including water and energy.
- Air Emissions: Supplier will adhere to all applicable laws, permits and regulations associated with air emissions of chemicals, or other items as specified by the facilities permits.
- Must maintain sufficient knowledge of input materials to ensure they were obtained from permissible sources and procured in compliance with all laws and regulations.
- An audited management system shall be in place to document, update and verify compliance with all Environmental laws and Appvion requirements.

Health and Safety Policy

- A robust safety program is paramount to employee well being and good business practice. Every effort will be made to ensure that the employees, contractors and community are kept safe at all time.
- Suppliers must provide workers with a safe and healthy work place that complies with all applicable laws and regulations.
- Prevention of Chemical exposures: Supplier shall identify, evaluate and control worker's exposure to hazardous chemicals and materials. Protection includes, but not limited to elimination or substitution of the hazardous component, engineered controls, administrative controls and personal protective equipment.
- Emergency Prevention, Preparedness and Response: Suppliers should determine and prepare for any and all possible emergency situations. Emergency planning should include but not limited to procedure generation, reporting, notification protocol and responsibilities, FMEA practice drills, evacuations plans, prevention equipment and first aid supplies.
- Occupational health: Supplier shall establish procedures and systems that define, manage, track and report occupational injury and illnesses. Workers should be required to report any injuries or concerns.
- Health and Safety Training and Communications: In order to foster a safe working environment, Suppliers shall promote safety via employee committees, training, ongoing communications, Safety Data Sheets, Incident and lessons learned reviews.
- An audited management system shall be in place to document, update and verify compliance with all Health and Safety laws and regulations and Appvion requirements.

Ethics Policy

- The supplier shall maintain a Code of Business Conduct and Ethics which shall be made available to all employees.
- Business Integrity: Suppliers must adhere to all laws, regulations and are strictly prohibited from the use of corruption, extortion, embezzlement, unfair business practices, conflict of

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business practices and improper payments (gifts, bribes and kickbacks). This ban applies even when local laws may permit such activity.

- Disclosure and Protection of Confidential Information: It is imperative that all of Appvion confidential information is strictly protected at all time. Any breach of confidentiality should be reported to Appvion immediately. Examples of confidential information are, but not limited to, trade secrets, new product development and introduction, customer and supplier list, research and development concepts and projects, commercial arrangements and agreements, manufacturing process techniques and measures, acquisition, partnerships and divestures.
- Suppliers may not use the Appvion trademark, images, or other materials to which Appvion owns the copyright, unless explicitly authorized.
- Supplier shall be a good corporate citizen in the community. The supplier should lead, promote and encourage employees to volunteer in social and economic development within their communities.
- An audited management system shall be in place to document, update and verify compliance with all Ethic laws and regulations and Appvion requirements.

Workplace and Human Rights

- Suppliers shall not use child labor and in compliance with the International Labor Organization, convention 138 and 182. Child refers to any person under the age of 15 or under the age for completing compulsory education, or under the legal minimum age for employment in the country of supply. Workers under the age of 18 may not perform work functions that jeopardize the employee's safety, health or education.
- Suppliers hiring practices will be free of any discrimination based on race, color, age, gender, sexual orientation, ethnicity, disability, religion, political affiliation, or marital status. In addition, Suppliers must include verification of workers' legal right to work in the country and ensure that all mandatory documents, such as work permits, are available.
- Minimum wage paid, benefits and work hours will be in accordance with all applicable laws and regulations of the supplier's location.
- Suppliers will guarantee that terms of employment are completely voluntary. Suppliers will not participate in human trafficking, involuntary or slave labor, indebted labor; or purchase materials or services from companies using forced, involuntary, or slave labor. They must be able to certify that materials included in their products comply with the slavery and human trafficking laws of the country or countries in which they do business.
- Supplier will provide a work place that respectful and free of harassment and inhumane treatment. Sexual harassment, corporal punishment, docking of pay for punishment, mental or physical coercion, verbal abuse and threat are not acceptable practices



- An audited management system shall be in place to document, update and verify compliance with all Workplace and Human Rights laws and Appvion requirements.

Compliance and Record Keeping Requirements

- Suppliers must maintain a process and the documentation necessary to demonstrate compliance with Appvion's Supplier Code of Conduct. Appvion shall have the right to access the documents for audit and compliance verification.
- If a supplier is found to be out of compliance with the Appvion Supplier Code of Conduct, Appvion may request an immediate remediation plan or discontinue the business relationship.