

CODE OF CONDUCT

Introduction

Greatview International develops, designs and manufactures aseptic packaging materials that help in distributing food and beverage products effectively and safely.

Safety, quality, technological leadership and customer-driven operations are our key success factors.

Greatview International's vision is to be the partner of choice for our customers and other partners. Greatview aims to be the most trustworthy partner to its customers and other stakeholders and to offer the most reliable packaging solutions for its customers for timely, accurate and cost-effective food and beverage distribution. Our operational model is based on very close cooperation with our customers and partners and swift execution capability. We treat our customers and partners fairly and respectfully and expect to be treated in the same manner by those who we work with.

Our expertise and long experience in aseptic packaging is the cornerstone of our company's business. Our business success and continuity are ensured by mastering our relevant existing and new technologies applied to market-driven product development, efficient materials and production management, leading to the high quality and competitive products, and timely and effective service provided by Greatview's professional and friendly employees.

Our employees are skilled and motivated to manage their own work. They are encouraged and expected to take initiative and drive improvements in their areas of responsibility and in company's operations in alignment with their colleagues. Expertise and well-being are monitored and developed by continuous training and employee engagement.

Environmental and occupational health and safety (OHS) awareness training and information is provided on a regular basis.

Our continuous improvement of processes ensures that our operations meet high standards in terms of quality, the environment and occupational safety. Continuity of supply in exceptional circumstances is secured by contingency plans to minimize the impact to the customer.

Greatview International's operations comply with all legal and regulatory requirements. Each employee is expected to act responsibly and with integrity and honesty, and to comply with this Code of Conduct and its underlying policies and instructions.

Compliance with laws and openness

All business and other activities of Greatview International shall be carried out strictly in compliance with all relevant and applicable laws, and under the principles of good corporate citizenship in each country where such activities take place.





Each employee is expected to know and comply with the requirements of those laws and regulations that apply to Greatview International's operations and to his/her job.

Greatview International promotes openness and transparency, as well as continuous dialogue with its stakeholders, including customers and other business partners, shareholders, employees and authorities.

Respect for human and labour rights

Greatview International supports and respects the protection of human rights as defined in the United Nation's Universal Declaration on Human Rights. No employee is allowed to take any action that violates these human rights principles, either directly or indirectly.

Greatview International supports labour rights as defined by the International Labour Organization. The company does not accept any form of forced or compulsory labour, or the use of child labour.

Fair employment practices

Greatview International promotes freedom from discrimination based on race, ethnic or national origin, colour, gender, family status, sexual orientation, creed, disability, age or political beliefs, or other characteristics protected by law. Company fosters equal opportunity, and employees are selected and treated on the basis of their abilities and merits.

Greatview International does not accept any form of discrimination, harassment or bullying by its employees.

Occupational health and safety

Greatview International endeavours to create safe workplaces for its employees, contractors, and others working in various locations by applying high standards of occupational health and safety.

Greatview International evaluates its processes to ensure a high standard of safety at all work stages. We measure and follow our efforts on safety issues. Safety information and follow-up form part of the daily routine of all personnel. Each employee is responsible for using personal protection equipment when required, and for reporting on any shortcomings regarding safety instructions or protection measures.

Conflicts of interest

Greatview International expects full loyalty from its employees and that all its employees act and behave in the best interest of the company. Employees must avoid situations where their personal interests may conflict with those of Greatview. This means, for instance, that employees are not allowed to accept gifts or entertainment from a stakeholder, except for a gift or entertainment of a minor value (maximum 30 euro) given on an occasional basis, providing it does not create a legal or ethical trespassing, a conflict-of-interest situation or an undue reciprocity obligation.

Anti-corruption

No Greatview company or any of its employees may, directly or indirectly, promise, offer, pay, solicit, or accept bribes or kickbacks of any kind, including money, benefits, services or anything of value. Such payments and favours may be considered bribery, which violates local legislation and internationally recognized principles for combating corruption and bribery.



Environment

Greatview International monitors the effect of its own operations on the environment and constantly improves its processes and reduces the environmental effects of the procedures used. We recycle our waste and are constantly looking for more effective ways to minimize our impact on the environment. We are committed to the United Nations' Sustainability Goals in combatting global environmental threats like Climate Change.

Each employee shall comply with the policies and instructions regarding environmental protection.

Quality

We plan our quality both in processes and in products. By planning we are able to set targets and objectives and ensure effective actions relating to the most important improvement requirements. All personnel are able and required to give and act upon quality feedback. Corrective actions and quality improvement plans are handled as part of standard working processes and routines. All personnel receive feedback from quality measurements and results.

Accuracy of accounting records

Greatview International's accounting records must be accurate and reliable in all material respects. Unrecorded funds are prohibited. The records cannot contain any false, misleading, or artificial entries.

Anti-fraud

Greatview International does not tolerate fraudulent behaviour or activities, such as embezzlement, fraud or theft. Such violations will lead to immediate termination of employment and are subject to criminal sanctions.

Reporting violations

Any Greatview International's employee becoming aware of a potential violation of this Code must contact his or her superior or Human Resources Department. The company will investigate all reported matters with discretion.

Greatview International shall not take any adverse action, as a result of such reporting, against any employee reporting in good faith what he or she believes to be a violation of this Code.

Sanctions

Violation of this Code may lead to a warning, termination of employment and payment of damages. Additionally, certain violations of a criminal nature can lead to criminal sanctions, such as fines or imprisonment.

Implementation

Greatview International takes an active approach to the application of this Code and promotes its implementation through the effective communication of its contents and principles to its employees. The company monitors the application of this Code internally.

Suppliers, distributors and other business partners are an important and integral part of the total value chain of the products and services of Greatview. They are expected to conduct their businesses in compliance with the same high legal and ethical standards and business practices as Greatview does. Greatview





International promotes the application of this Code by monitoring the actions of its suppliers, distributors and business partners.

The application of the Code will be reviewed annually by Greatview International's Global Management Team, which may decide on its necessary revisions or interpretations.

Winterthur, Switzerland, January 14, 2025

Markku Vauhonen

A handwritten signature in black ink, appearing to read "Markku Vauhonen".

CEO

Esther Berger

A handwritten signature in black ink, appearing to read "Esther Berger".

CHRO/ CIO

