

## Sustainable Schur Policy

Schur is an international group with main activities being the development, production and sale of packaging made of carton and flexible materials, marking, labels, consumer products, packaging- and production equipment and complete packaging systems. Schur has departments in Denmark, Sweden, Germany, Australia and the USA.

Schur is committed to sustainable development in harmony with Schur's **values**:

**"Familializing" our customers!**  
**Constant care!**  
**We think before we act!**  
**We walk the talk!**

### Basis for the Sustainable Schur Policy

Schur supports the **UN Global Compact** and works to live up to the global minimum standard for responsible business conduct as defined in:

- The UN Guiding Principles for Business and Human Rights
- The OECD Guidelines for Multinational Enterprises.

These are based on the Universal Declaration of **Human Rights**, the Rio Declaration on **Environment** and Development and the UN Convention against **Corruption**.

Schur recognises the **UN Sustainable Development Goals**, and Schur's role is to contribute to their fulfilment within Schur's sphere of influence.

### Commitments

Schur commmits to:

- respecting the principle of the rule of law and to observing national regulations regardless of the location of Schur's operations.
- contributing positively to socially, environmentally and economically sustainable development whenever possible.
- meeting the global minimum standard for responsible business conduct by:

- identifying, preventing and mitigating potential and actual adverse impacts on human rights, the environment and anti-corruption and by communicating that work.
- handling adverse impacts which we may cause or contribute to or which can be directly linked to us via our business relations.
- seeking to secure access to remedy for persons affected by adverse impacts on which Schur has an influence and/or informing the relevant authorities.

This Sustainable Schur Policy is reflected in other policies, procedures and guidelines in Schur.

## Expectations

Schur assumes responsibility in the value chain, i.a. by describing expectations to suppliers in the Schur Code of Conduct.

Schur expects its business relations to:

- meet the global minimum standard for responsible business conduct
- immediately inform Schur if they are connected to *serious* impacts on human rights, the environment or anti-corruption and to take the initiative to handle them.

Schur expects its employees to:

- honour Schur's commitment by observing this policy in their daily work
- point out - and encourage other stakeholders to do the same - potential and actual adverse impacts on human rights, the environment and anti-corruption to which Schur can be linked.

## Communication and Revision

This policy has been approved by the board of directors. The policy is accessible to the public and is communicated internally as well as externally. We welcome all external and internal stakeholders to enter into a dialogue regarding the work for sustainable development, and we want to make sure that there are good possibilities for that dialogue. In order to ensure continued focus on the principles for human rights, the environment and anti-corruption, we will regularly review and revise the policy if necessary. It will be revised at least every three years.

Horsens, August 2020 (revision of the 1st edition from Sep. 2017)