

Responsible Procurement

Huhtamaki Group Guiding Principles

Purpose

Guided by our values of CARE DARE DELIVER and our Code of Conduct, we at Huhtamaki embed sustainability in everything we do, helping us to protect food, people, and the planet every day.

Consistent with our mission and values and in line with the ten principles of the UN Global Compact of which Huhtamaki is a signatory, we are committed to conducting business in a way that complies with laws and regulations, meets high ethical standards, and respects human rights and the environment.

As a global company, Huhtamaki works with about 20,000 suppliers all over the world. They range from large global suppliers to local partners located close to our more than 70 manufacturing units. We recognize our responsibility to know our suppliers and uphold them to similarly high standards of working conditions, environmental performance and business ethics.

The Huhtamaki Group Guiding Principles for Responsible Procurement outline our commitment to managing and addressing our upstream risks and impacts to people, societies, and the environment.

Standards for Responsible Procurement

Our standards draw from foundational instruments that address internationally recognized human rights, environmental protection, and other guidelines for responsible business conduct.

They are outlined in the Code of Conduct for Huhtamaki Suppliers, the Huhtamaki Human Rights Policy, Group Environmental Policy, the Huhtamaki Group Guiding Principles for Diversity, Equity and Inclusion, and other guiding documents.

Principles

Huhtamaki is committed to implementing a Responsible Procurement due diligence approach consistent with principles of the United Nations Guiding Principles for Business and Human Rights (UNGPs) and OECD Guidelines for Multinational Enterprises on Responsible Business Conduct, as well as applicable laws and regulations governing supply chain due diligence. This includes, but is not limited to:

- Communicating our commitment to upholding human rights, environmental standards and business integrity to our suppliers and the expectation that they uphold these

- Assessing and monitoring our suppliers' actual and potential impacts on human rights and the environment in the communities they operate in, as well as ethical business conduct
- Operating grievance mechanisms that are accessible, confidential, and impartial, and potential impacts are investigated and remediated
- Working with suppliers to take mitigating or remedial action when called for
- Tracking and communicating the impact of our efforts

Because of the complexity of our operations and our supply chain, Huhtamaki takes a risk-based approach consistent with the UNGPs to prioritize focus areas by severity and likelihood of risk, further taking into account our levers of influence with suppliers.

We strive to act as a responsible business partner to our suppliers to avoid causing or contributing to adverse human rights or environmental outcomes through our own practices.

We conduct all activities with the spirit of continuous improvement.