

Malnove Holding Company, Inc.

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Malnove

Packaging & Packaging Solutions

California Transparency Law – Malnove Policy

Malnove, wherever it operates, is committed to conducting business with honesty and integrity, treating all people with dignity and respect and in complying with applicable laws, regulations and treaties. Malnove is also committed to protecting and promoting human rights globally. We do not tolerate illegal child labor, forced labor, or any use of force or other forms of coercion, fraud, deception, abuse of power or other means to achieve control over another person for the purpose of exploitation. Malnove respects international principles of human rights including, but not limited to, those expressed in the UN Declaration of Human Rights, the Trafficking Victims Protection Act of 2000, as amended (Public Law 106-386, Division A) and the California Transparency in Supply Chains Act of 2010. These principles and commitments are embodied in our Civility Policy and our fundamental approach of conducting business.

Malnove routinely assesses the risks related to its supply chain and we reserve the right to investigate any discovered instances of non-compliance relative to the ethical treatment of people, unlawful business activities and laws governing human trafficking and slavery. Malnove reserves its contractual rights to terminate relationships with suppliers who fail to comply with law and/or whose contractual noncompliance is not addressed in a timely manner.

Further, Malnove associates are, under the terms of their employment, expected to follow all of Malnove's policies, including the Civility Policy, as well as all laws of the countries in which they operate. Employees who violate laws or Malnove's policies are subject to disciplinary action, including discharge.

Kari Narduzzo, SPHR, SHRM-SCP
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Vice President Human Resources