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Everyone at CESUR AMBALAJ CORPORATION is responsible to adhere to below described code of conduct. A code of conduct goes beyond mere compliance with laws and regulations and is based on corporate values. It is more an obligation to act in any situation ethically and fairly. Such behavior is prevalent in the way we work throughout Cesur Packaging.

❖ **Preventing Underage Labor**

We will not tolerate use of under-age labor directly or indirectly. Min age allowed to become one Cesur member within our organization is 18 years old.

❖ **Health, Safety & Environment**

We are committed to provide good & safe physical working conditions and encourage high standards of hygiene and housekeeping. Making continuous efforts to eliminate workplace injuries and illnesses by changing unsafe practices, eliminating unhealthy working conditions and preventing unnecessary risk to all employees.

Our aim is to use natural resources and human resources wisely, monitor and bring down hazardous & nonhazardous waste to acceptable levels, by continuous efforts to reduce environmental impacts of operations that create waste without compromising the future of next generations.

❖ **Product Safety & Quality**

Training for GMP, Company rules & regulations will be imparted to the employees.

❖ **Legal Compliances**

We will not accept unlawful practices that might damage our reputation. We will comply with applicable laws and regulations governing wages and working hours including compensation, benefits and overtime.


❖ **Professional Workplace**

We are committed to provide a professional workplace free from sexual harassment and discrimination against race, color, age, gender, religion, nationality, marital status, with equal opportunities for growth based on merit and performance.

❖ **Social Responsibility**

We shall respect the necessity of protecting the society through consistent activities for sustainable development.

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❖ Third Party Relations

We shall cooperate with governmental authorities in efforts to eliminate all forms of bribery and we will never compromise with the interest of our company when dealing with suppliers & customers. We adhere to high standards of ethical conduct, including prohibiting corruption, bribery, avoiding agreements and other actions that unfairly limit trade or competition.

❖ Optimal Resource Utilization

We shall protect the Company's assets and shall use it for legitimate business purposes. We respect and protect intellectual property rights and maintain the confidentiality of trade secrets and other proprietary information.

Procuring raw materials and services in an ethical manner that supports sustainable business practices is our way to a sustainable future.

❖ Sustainability

Cesur Packaging take care to ensure that the jobs they create and their surroundings do not endanger the physical well being or the health of our employees or sub contractors.

For all Cesur Packaging employees, awareness of risks and the safeguarding of Health is an approach we take in life. It does not stop at the office door.

It is the responsibility of managers to ensure that each employee returns home in as good a condition as how he or she came to work. Each employee has a personal responsibility for their health, general fitness and productivity.

❖ Honesty


We respect and trust and are tolerant towards each other. We maintain a proper relationship based on trust and integrity with our customers and suppliers.

The knowledge and expertise we bring plays an important contribution towards our corporate success. The ideas and suggestions of our employees get things moving.

However hard we may work, also sometimes mistakes will happen. From mistakes we want to learn. Therefore, it is important to acknowledge mistakes and to evaluate them if we are to successfully mitigate damage and prevent future repetitions. It is equally important to report errors or misconduct because only from errors that are detected, we can learn and improve.

Essential to our success is the creation of business relationships built on trust. Everyone benefits from this trust. Ensuring our relationships benefit everyone means it not only appreciating the needs and

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requirements of our stakeholders but also appreciating values such as responsibility, respect and open and honest cooperation. This approach covers the way we interact with our partner companies, contractors, and government agencies. Competitiveness is always going hand in hand with legally correct and fair dealings.

Our business secrets and those of our partners, such as inventions, formulas, prices, etc., are valuable business information. We treat them as strictly confidential and not pass them to unauthorized persons. In the same way we respect the trade secrets of our business partners and customers.

Cesur Packaging does not tolerate unethical nor corrupt behaviour on the part of any of their employees and business partners. Decisions involving any element of corruption are unethical, distort fair competition and are potentially damaging to our Company's good reputation and future prospects.

❖ **Respect**

At Cesur Packaging, every person is entitled to fair treatment, courtesy and respect. We respect internationally recognized human rights and the European constitution and support adherence to it.

We treat other with dignity and respect and seek ways to avoid situations arising which may be deemed inappropriate behaviour. We exercise caution and behave respectfully and prudently in relation to any political or religious agendas.

We are opposed to hostile, intimidating or humiliating behavior.

We respect each other's work.

Our cooperation is characterized by respect and mutual appreciation. This means that we encourage alternative opinions and are tolerant towards different religions and outlooks on life. We address issues openly and solve any problems together.

❖ **Efficiency**

We expect each employee to show the necessary discipline required to perform their duties efficiently and at the same time safely.


❖ **Professionalism**

Dealing with business partners. Our success is down to essential business relationships built on trust. Everyone benefits from this trust. That's just part of our expected professional behavior in which the values of good discipline and entrepreneurship show through.

To ensure that our relationships are made to the benefit of all and not only the needs of stakeholders, we encourage open honest cooperation and respectful and responsible behaviour.

These include our partners, contractors and any government or local authorities. Competitiveness should always be accompanied by legally fair dealings.

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❖ Diversity and equal opportunities

A culture of equality, trust and mutual respect is very important to us.

We treat all colleagues equally, regardless of gender, age, illness, marital status, colour, culture, ethnic origin, sexual orientation, disability, religion or belief.

Our employees are judged solely on their performance and in accordance with their skills and knowledge. On the other side we expect each employee to get involved in the Company, to utilise their skills and to share their best endeavours, perspectives and knowledge with the rest of the Organisation.

Cesur Packaging does not tolerate any individual's behaviour or any conduct of an illegal nature in the course of their employment.

❖ Equal opportunities

When hiring new trainees or employees, as well as transport, we hire only on grounds of performance and suitability of candidates.

❖ Psychological and sexual harassment

Psychological and sexual harassment are a significant burden in the working atmosphere of every Company. Sexual harassment and bullying are not tolerated at Cesur Packaging. Cesur Packaging does not accept actions and behaviors that are humiliating, intimidating or of a hostile nature. The consequences and kind of behaviour this involves should be clearly understood.

Psychological and sexual harassment are misconduct that may have legal consequences for you.

Never make inappropriate jokes or comments. If you are unsure whether a remark is appropriate, refrain from making it.

Be sure not to use or circulate any abusing or provocative materials which may be pornographic or defamatory nature (among other things Images)

If you interfere with certain acts or behavior, take it from the person concerned to the language, explain the reason and ask for injunctive relief.

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