



Packaging for your life.



# LINHARDT PRINCIPLES

FOR A BETTER PRESENT AND FUTURE

**Packaging for your life.**



LINHARDT is a family-owned packaging manufacturer in the third and fourth generation, with a history of over 80 years. A high degree of responsibility towards all interested parties, especially employees, customers, owners, suppliers, but also society and the environment, has been and continues to be an essential basis for our success. Another key to our success: working in partnership with these stakeholders.

In the following, we describe how LINHARDT assumes responsibility for the environment, social issues and governance at company, process and product level.

These principles ensure that we can fulfill our corporate mission and vision "LINHARDT develops, produces and distributes packaging for a better present and future" by providing a framework for orientation and action both internally and externally.

Thus, these principles also make a contribution to securing the future success of the company and all LINHARDT locations, enabling entrepreneurial growth and social prosperity in line with the guiding principle of sustainability.

**Packaging for your life.**



As a developer, manufacturer, and distributor of primary packaging made from aluminum and plastic, we are aware of the environmental impact associated with our products. It is therefore particularly important to us to counteract negative effects as far as possible, to avoid them or to prevent them from arising in the first place.

This is ensured by our efforts at product, process and company level, which are explained below. An energy and environmental management system (in accordance with ISO 14001 and 50001) contributes to these efforts, together with our sustainability management, which also addresses social and governance issues in collaboration with the relevant departments within the company.

#### **Packaging Optimization and Product Protection**

Minimizing material consumption, for example through thinner wall thicknesses or other reductions, is a constant focus of our product development. In addition, we are working on optimizing the ratio of filling volume to packaging geometry in order to minimize the necessary use of resources.

In doing so, our top priority is to ensure product and transport protection, which is the central task of packaging and therefore contributes to sustainability per se.

#### **Post-Consumer Recycled Material Use**

The use of secondary materials is a declared goal of LINHARDT and has been practiced for years. For this purpose, we use post-consumer recyclates, defined as "end-of-life scrap which arises when products are disposed of after use". We will continue to increase the proportion of post-consumer materials in both our aluminum and plastic packaging as far as this is justifiable and technologically feasible.

LINHARDT's PCR strategy contributes to a circular economy and to reducing negative impacts on people and the environment. In this way, environmental pollution and negative effects on biodiversity and ecosystems, such as those caused by the extraction of raw materials for primary production, are avoided. In addition, the PCR strategy is contributing to the reduction of greenhouse gas emissions.

**Packaging for your life.**



### **Recyclability**

In addition to the use of PCR materials, we make our products themselves even more recyclable to keep them in the material cycle. Monomaterial solutions (tube and cap) help to achieve this, together with the minimization of impurities that have a negative impact on recyclability.

The optimization of our product portfolio through the points mentioned above is a continuous process that can only be successfully managed together with our suppliers, customers and consumers.

### **Resource and Process Efficiency**

Alongside these measures at product level, it is a matter of course for LINHARDT to use resources responsibly and to make processes as efficient as possible. This includes raw materials, auxiliary materials, operating materials, primary materials and packaging.

We focus on monitoring and optimizing the overall effectiveness of our systems, the flow of goods, waste and water, as well as the automation, digitalization and standardization of our process landscape.

### **Use of Hazardous Substances**

Various processes in the production of our packaging require the direct or indirect use of a wide range of substances that can have an impact on people and the environment. In addition to cleaning products and solvents, this includes paints and varnishes. Next to the responsible use of these substances and training measures to ensure correct handling, technical measures also help to minimize negative effects on people and the environment and reduce pollution of water, soil and air.

### **Greenhouse Gas Management**

Reducing our greenhouse gas emissions is a declared goal of LINHARDT. Only by ambitiously reducing greenhouse gas emissions it is possible to limit global warming and avoid further associated negative environmental impacts.

To tackle this societal challenge, LINHARDT has already set the course.

In terms of energy, LINHARDT not only pursues continuous energy efficiency measures and an increased use of renewable energies in order to ensure an ecological, economic and social balance in the interests of current and future competitiveness.

We are also constantly looking at the possibilities of a technological transformation of the company towards a low greenhouse gas production. This is to ensure that we can produce at competitive costs today, but above all in the future, and that potential future GHG compensation costs can be minimized.

---

**Packaging for your life.**

---



In conjunction with the PCR materials used, which already lead to significantly reduced GHG emissions compared to conventional primary materials, this enables LINHARDT to produce low-greenhouse gas packaging made of aluminum and plastic. In addition to the use of PCR aluminum, the use of green aluminum is also being considered. This green virgin aluminum, which is produced with a high proportion of renewable energy, also contributes to the reduction of greenhouse gas emissions in our product portfolio.

In addition, our greenhouse gas management also includes the continuous monitoring of our GHG emissions in the corporate environment and a constant search for GHG reduction potential. This applies, for example, to employee commuting, logistics processes and generally low-GHG procurement. In addition to GHG emissions, other ecological, economic and social aspects are also taken into account in purchasing.

**Packaging for your life.**



In accordance with our company policy, our responsibility encompasses our own workforce, employees within the value chain, as well as our customers and suppliers. This explicitly includes the regions in which we are present with our locations.

### **Own workforce**

We live the LINHARDT family, people are at the center of everything we do. Our employees are the key to our success. They are responsible for quality and efficiency at process and product level, as well as for innovations and the image of LINHARDT. In return, LINHARDT is committed to its employees and to ensuring the following aspects:

Secure employment: We are committed to secure the employment of our workforce.

We strongly oppose the use of corporal punishment, mental or physical coercion and verbal abuse.

Appropriate remuneration: In addition to a wide range of benefits, we offer fair remuneration that complies with legal regulations and industry standards as well as regional and local standards.

Social dialog: We promote social dialog and communication between employees and management in order to create an open and respectful working environment. Our cooperation is characterized by mutual appreciation, trust and humanity.

We all treat each other as equals – in a respectful and friendly manner. Communication with employee representatives (works council) and trade union representatives also takes place on this basis.

Equal opportunities: We foster a corporate culture that promotes equal opportunities and prevents discrimination.

---

**Packaging for your life.**

---



Discrimination: We do not tolerate discrimination in recruitment, remuneration, training opportunities, promotion, dismissal or retirement on the grounds of race, ethnic origin, gender, age, marital status, religion or belief, disability, pregnancy, sexual orientation, trade union membership or political party affiliation of our employees.

Diversity, variety & inclusion: We value and respect the diversity of our employees and are committed to an inclusive working environment.

Flexibility and mobility: We strive to offer our employees flexibility and mobility in organizing their working hours and their place of work within reasonable limits. We support our employees in balancing work and family life.

Health and safety: We are committed to the health and safety of our employees and take appropriate measures to prevent accidents and health risks in the workplace. We also offer our employees a voluntary health program and training in all health and safety-related areas.

Training and further education: We invest in the training and further education of our employees in order to enable them to achieve continuous personal and professional development.

Freedom of association: We respect the right of our employees to freedom of association and the opportunity to organize themselves into trade unions.

Child and forced labor: We reject all forms of child and forced labor and demand that our suppliers and business partners do the same.

Human rights: We respect and promote the dignity of every human being and are committed to the protection and observance of international human rights. We do not tolerate any working conditions that conflict with international or local laws and practices.

Compliance with antitrust & competition rules: With our high-quality products, our innovative solutions and our reliability, we compete openly and fairly on the world markets. We do not engage in any illegal and/or criminal practices, such as bid rigging, which exclude, distort or restrict competition.

Conflicts of interest & bribery/corruption: All our employees avoid situations in which their personal or financial interests conflict with those of the company.

## **Society**

As an integral part of our corporate culture, LINHARDT strives to have a sustainable and positive impact on the communities and regions in which our sites are located. This is to be ensured through projects, fundraising campaigns and voluntary commitment.

**Packaging for your life.**



The focus of this support is primarily on the following topics:

- Education and upbringing
- Sport and physical activity
- Culture and community

This underlines the fact that corporate success goes hand in hand with a commitment to society.

### **Responsible Supply Chains & Sustainable Procurement**

We source raw materials, supplies and goods from a large number of countries to manufacture our products. Compliance with human rights, fair working conditions and the prevention of corruption and bribery is a matter of course for LINHARDT.

However, internal company issues such as environmental protection, resource conservation and the protection of biodiversity and ecosystems are equally relevant in the context of our supply chain. Accordingly, we address human rights and ecological aspects in our Supplier Code of Conduct and take these aspects into account in the course of our procurement and supplier development.

### **Quality and Product Safety for Customers and End Users**

Quality is the basis for our long-term success. Ensuring this quality begins with the procurement of raw materials and extends through the manufacturing process to transportation to the customer.

Shared values and beliefs influence attitudes and behaviour in relation to product safety within the organization, thereby minimizing the risks of contamination. Continuous quality controls and compliance with defined standards (DIN EN ISO 9001 quality management, DIN EN ISO 15378 GMP for pharmaceutical primary packaging, BRC GS Standard - Packaging Materials Issue 6) ensure that the requirements of our customers and the requirements we place on ourselves are met. In addition to compliance with legal regulations, these requirements also include, above all guaranteeing high product quality and the safety of end users of our packaging products.

In addition to high-quality production facilities and processes, qualified and committed employees make a significant contribution to this and, by practising a product safety culture and complement the product safety systems into a successful product safety management system.





In order to be successful as a group of companies, in addition to measures to protect the company, clear rules are also required for dealing with each other in business.

### Corporate Culture and Policy

It is the responsibility of each individual to live the corporate culture and policy. The management and executives are responsible for laying the foundations for this.

The corporate culture and policy is based on the "human factor", which is at the heart of all LINHARDT's activities and is founded on the following objectives.

#### The goals of the corporate culture are:

- Creating a culture of personal appreciation
- and attractive working conditions
- Promotion of team spirit and cooperation
- Constructiveness and solution orientation
- Providing a sense of purpose and enjoyment in everyday working life

#### Central elements of our cultural policy are:

- Partnership with our employees, customers, suppliers and other stakeholders
- Quality and product safety
- Future orientation & innovative strength
- Compliance, moral integrity
- Commitment to sustainability

#### Intentions and approach to risk management, validation and change control:

At LINHARDT, risk management is seen as a crucial aspect to improve our processes and systems and to save costs. We take a holistic approach here, i.e. we do not just focus on the qualification and validation of systems, but also on all relevant quality processes, such as deviation management, document controls, supplier qualification and quality control processes.

**Packaging for your life.**



The risk management includes, among other factors, communication, i.e. the results of the risk analyses are communicated / made available to all process participants to ensure that process and product understanding is strengthened and practiced. Examples of the approaches are

- Risk assessments in terms of product safety – Manufacturing processes
- Qualification / validation of equipment and process environment
- Pareto analysis of complaints
- Evaluation of hygiene monitoring including follow-up actions
- Skip lot of approved suppliers

Change control is an important part of quality management to ensure that all changes are carefully monitored and product quality is maintained. The aim of the implemented change control process is to ensure that all changes to a product, process or process environment are carried out in a controlled and coordinated manner, while maintaining product quality and product safety at all times.

Qualification refers to the proof that facilities, equipment, resources and processes are suitable for the intended purpose (initial qualification). Validation ensures that these aspects remain in a valid state over the entire life cycle of the product and process (requalification after revision or modification). Decisions on qualification and validation are based on a well-founded and documented risk evaluation / risk assessment.

### **Customer & Supplier Management**

For LINHARDT, in addition to the manufacturing of high-quality products, appropriate customer service, the provision of necessary information and a high level of attention and care for our customers are also important.

However, our suppliers are also of great importance in securing our company's success, for example in ensuring security of supply or in the context of innovations at plant, process and product level.

Accordingly, we see both parties, customers and suppliers, as partners with whom we maintain a friendly, respectful and constructive relationship based on

- mutual respect
- trust
- open communication
- and fair business practices.

Such a partnership is of great value in terms of a win-win situation for all parties involved and opens up further potential, such as greater sustainability along the entire value chain.

**Packaging for your life.**



### **IT & Digitalization**

Through the use of digital technologies and solutions, IT & digitalization make a decisive contribution to increasing efficiency through automation and process optimization, as well as improving communication and collaboration. Intelligent administration and networking of company-relevant data, from production to logistics and administration, plays a key role in this regard. In addition to high-performance, future-proof and flexible data management systems, IT security is another important aspect. The protection of our IT systems and data, as well as the data of our partners in our systems, is the fundamental basis of IT & digitalization for us.

To ensure this, LINHARDT relies on a holistic security strategy based on three key points:

- **Efficient technical security measures:** These include a data backup concept, e-mail security, next generation firewalls, endpoint security, patch management, access controls and data encryption. They protect LINHARDT against unauthorized access, manipulation and loss of data.
- **Trained and sensitized employees:** Our employees are regularly informed and trained about the dangers of cyber attacks and the correct behavior when dealing with IT systems.
- **Data protection:** Internally, data protection plays a key role in averting risks caused by technical and organizational deficiencies as well as human error. Externally, data protection builds trust with our customers and business partners.

In this way, we not only ensure a high level of confidentiality, availability and integrity of our IT systems, but also maintain our production capability as the basis for a successful partnership with our customers.

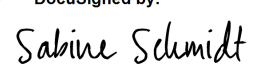
Packaging for your life.

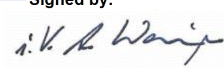


Viechtach, 1st September 2024

DocuSigned by:  
  
C4164148D22B492...  
**Johannes Schick**  
CEO LINHARDT Group GmbH


DocuSigned by:  
  
0A69AD53C5E745B...  
**Elisabeth Peter**  
COO LINHARDT Group GmbH

DocuSigned by:  
  
264A8F934710427...  
**Sabine Schmidt**  
CSO LINHARDT Group GmbH

Signed by:  
  
81A276788D9A4A1...  
**August Wanninger**  
CSIO LINHARDT Group GmbH

Signiert von:  
  
DDBC104E85EF400...  
**Laura Schick**  
Director People Management  
LINHARDT Group GmbH

DocuSigned by:  
  
57A6C664392949C...  
**Christian Jungwirth**  
Director Operations  
LINHARDT Viechtach GmbH & Co. KG

Signiert von:  
  
9A210D6A43934F5...  
**Julia Schröder**  
Director Operations  
LINHARDT Pausa GmbH

DocuSigned by:  
  
7C19FE9206F0459...  
**Michael Ring**  
Director Operations  
LINHARDT Hambrücken GmbH

Signiert von:  
  
9A0CDA82582042B...  
**Andreas Graßl**  
Director Operations Tec.Point  
LINHARDT Viechtach GmbH & Co. KG

Signed by:  
  
5822E1312A464E9...  
**Florian Wenig**  
Director Marketing & Public Relations  
LINHARDT Group GmbH

DocuSigned by:  
  
022313BE219F449...  
**Janko Schubert**  
Director Quality Management &  
Quality Assurance LINHARDT Group GmbH

DocuSigned by:  
  
5A2A003D34104DB...  
**Robert Brückner**  
Director IT & Digitalization  
LINHARDT Group GmbH

Signiert von:  
  
E2E04A75B1B04A9...  
**Anna Kirschenbauer**  
Director Finance & Controlling  
LINHARDT Group GmbH

## **LINHARDT Group GmbH**

### **LINHARDT Viechtach GmbH & Co. KG**

Headquarters Viechtach  
Dr.-Winterling-Str. 40  
D-94234 Viechtach  
Phone: +49-(0)9942-951-0  
Germany

Tec.Point  
Frankenrieder Str. 3  
D-94244 Geiersthal  
Phone: +49-(0)9942-951-0  
Germany

### **LINHARDT Hambrücken GmbH**

Weiharer Str. 41  
D-76707 Hambrücken  
Phone: +49-(0)7255-715-0  
Germany

### **LINHARDT Pausa GmbH**

Zeulenrodaerstr. 49  
D-07952 Pausa-Mühltruff  
Phone: +49-(0)37432-605-0  
Germany

### **LINHARDT Italia S.R.L.**

Via Gaetano Ratti 84  
I-20855 Lesmo (MB)  
Phone: +39-039-218-4686  
Italy

### **LINHARDT USA, Inc.**

United States of America

[www.linhardt.com](http://www.linhardt.com)

[info@linhardt.com](mailto:info@linhardt.com)