

CORPORATE POLICY

As pioneers in the packaging industry, our innovative and sustainable products and services stand out, shape markets and make us the partner of choice for strong brands.

We see ourselves as enablers of our customers' success at the point of sale. With our extensive consulting expertise, unparalleled service and optimised processes, we aim to be a holistic solution provider that can reduce complexity and create a unique buying experience for customers.

Sustainability lies at the heart of all our actions. From product and service design to corporate decision-making, we are guided by environmental and climate protection principles and support the concept of a circular economy. A management system based on international standards, which we are continuously developing, supports us in achieving our goals.

Consistent with our company's self-image and strategic orientation, all employees are expected to comply fully with the quality management, energy management, environmental management, hygiene and occupational safety measures applicable to their area of responsibility, as well as the contents of this corporate policy. To this end, we ensure that all necessary information and resources are available.

We commit our own and our partner companies to complying with all legal requirements and other binding obligations and reviewing this regularly.

We as the management team commit ourselves to implementing this corporate policy, from which we will derive and regularly review our strategic and operational objectives.

Lauterbach, 24 March 2021



Jakob Rinninger
CEO



Niklas Herting
Managing Director

As a medium-sized family business, we have a special responsibility to achieve the following goals:

SUSTAINABILITY AND PROGRESS

- Continuously improve and develop STI Group in terms of quality, safety, environmental impact and energy use.
- Prioritise employee safety, conservation of resources and energy efficiency when procuring new equipment. Rethink existing solutions to make them more effective, efficient and sustainable.
- Manufacture products predominantly from renewable and recycled raw materials and, in line with the Zero Waste principle, recycle all paper and cardboard waste. Wherever possible, we avoid non-recyclable rejects.
- Strive for future-oriented products made from renewable materials and support the transition to a sustainable circular economy.
- Reduce our CO₂ footprint as far as possible, with the ultimate goal of achieving net zero emissions.

QUALITY AND SAFETY

- Achieve best-in-class product and service quality, lead-times and on-time delivery performance, through our continuous pursuit of operational excellence in order winning and order handling, as well as our modern and innovative manufacturing processes.
- Anchor self-inspection as a quality assurance measure throughout the company.
- Meet customers' increasing hygiene requirements for our production and our products, through appropriate measures and hygiene regulations.
- Design our employees' workplaces with due regard for preventive occupational safety, fire protection and environmental measures. Employee safety in the workplace is our top priority.

TRANSPARENCY AND FAIRNESS

- Clearly describe the company's organisation and process responsibilities, so that all employees can fulfil their duties and contribute to continuous process optimisation on a daily basis.
- Strengthen employee awareness and understanding of quality, energy efficiency, environment and costs through information and training, supporting them to work and act appropriately. Employee development is one of the cornerstones of our company's success.
- Use modern communication media to ensure secure and timely information flow throughout the company.
- Attend to our social responsibilities as a family business: support employees in balancing their families and careers, and take responsibility for our environment.
- Promote a knowledge- and performance-based corporate culture. We see ourselves as entrepreneurs within the company and place the personal responsibility of employees in the foreground.
- Create an inclusive work environment that promotes equality and diversity.
- Integrate all suppliers and service providers within a framework of fair, open and trust-based cooperation.