

### Policy / Legislation

- Compliance
- Observation of legal framework conditions
- Responsible behavior
- Compliance guidelines
- Committee work

### Industry Associations

- Assurance of sustainable development in the industry
- Association work
- Support and participation in working groups and committees

### Authorities / Institutions

- Compliance with legal obligations
- Open and trust-based collaboration
- Establishment of direct contact with authorities and institutions
- Open and prompt reporting

### Employers' Liability Insurance Association

- Assistance, consultation and monitoring of matters concerning occupational safety
- Visits from inspectors
- Insurance coverage for accidents at

Collaboration among companies along the entire value chain is an important and necessary step from SÜDPACK's point of view for a sustainable and closed circular economy for flexible packaging. That is why SÜDPACK has been an active member of the CEFLEX Initiative since 2017. Moreover, SÜDPACK is also a member of EcoVadis (Supplier Sustainability Ratings) and SEDEX (Supplier Ethical Data Exchange). In this database, information on ethical corporate governance is provided that can be viewed by other members of the initiative. With this assessment, the measures and ethical framework conditions of SÜDPACK are presented transparently.

### Owner family

- Profitable growth
- Sustainable corporate governance
- Implementation of an Advisory Board
- Management Board including Managing Partners and external management
- Sustainability Committee reports to

### Employees

- Long-term, secure jobs
- Good working conditions
- Training and professional development opportunities
- Career opportunities
- Personal development opportunities
- Compatibility of work and family life
- Corporate culture
- Employee performance reviews and senior management appraisals
- Internal and external training and professional development opportunities
- Flexible working-time models and jobs
- Company pension scheme
- Intranet as an information platform
- Customer and employee magazine Innovision

**SÜDPACK**

# STAKEHOLDER ANALYSIS

Requirement / Goal / Expectation  
Performed by SÜDPACK

### Suppliers

- Reliability and liquidity
- Execution of joint development projects
- Support in market launches of new technologies
- Cooperative and long-term collaboration
- Innovation meetings
- Joint work in associations and public relations
- Observance of payment targets

### Customers

- Highest quality of products
- Product safety and traceability
- Extended shelf life for food
- Service
- Innovations
- Time-to-market
- Reliable and responsible supplier
- Sustainable and recyclable products
- Consulting expertise
- Comprehensive personal support
- Customer events and trade fairs
- Customer magazine Inno'vision
- Customer satisfaction analysis
- Market-driven product developments and innovations
- Supplier management system
- Second and third-party audits of our management systems
- Digital business models
- Sustainability reporting

### Trade

- Solutions to fulfill a wide variety requirements
- Support in implementing current trends
- Continuous communication about trade requirements

### End Consumers

- Maximum hygiene and product safety
- Sustainable packaging solutions
- Provision of information
- Market-driven product developments and innovations
- Fact-based public relations

### Recycling Companies

- Recyclable concepts
- Sorted material management (post-industrial and post-consumer)
- Recycling-friendly product design
- Association work
- Establishment of direct contacts
- Sorted material management

### Charitable Foundations / NGOs

- Assume responsibility for and show commitment to people and the environment
- Corporate policy and sustainable corporate governance
- Sustainability reporting
- Press and public relations

### Fellow Market Players

- Sustainable development of the industry
- Competitive monitoring
- Communication about Best Practices
- Collaboration in associations
- Strategic partnerships

### Media / Press

- Guarantee of reporting that is technically accurate
- Comprehensive press and public relations
- Provision of sufficient information

### Social Environment

- Responsible behavior
- Creation of jobs
- Societal and social involvement
- Environmental performance, such as reducing emissions
- Establishment as a responsible employer in the region
- Press and public relations
- Site development
- Long-term job security
- Sponsoring
- Collaborations
- Promotion of local institutions

### High Schools and Colleges

- Partner in training and professional development
- Project-based collaboration
- Knowledge transfer
- Public relations
- Sponsoring
- Vocational training fairs
- Educational partnerships
- Events
- Joint training and study programs
- Joint development projects