

# SUSTAINABILITY MANIFESTO 2025

## OUR COMMITMENT TO THE ENVIRONMENT

Cartonpack Group consistently invests in technologies and processes that reduce environmental impact, aiming for an increasingly circular and self-sufficient production model. Concrete goal: to expand the energy self-production system with new photovoltaic plants, reducing emissions and promoting efficiency at every stage of production.



## OUR PEOPLE, OUR PRIORITY

### SOCIAL

Sustainability starts with those who work, collaborate, and grow with us. We invest every day in training, safety, and well-being, because we believe that the value of a company comes from the people who make it. We promote workforce stability, with a concrete commitment to increasing permanent contracts. We foster dialogue and participation, building ethical and lasting relationships with clients, suppliers, and communities.



## ETHICS, TRANSPARENCY, SHARED FUTURE



Strong governance is the foundation of our sustainability. We are committed to managing the business with integrity, responsibility, and transparency, implementing control and monitoring systems that ensure regulatory compliance and process traceability. We aim to promote a corporate culture based on ethical behavior, innovation, and long-term vision.



## GENERATE VALUE, RESPONSIBLY.

IT'S NOT JUST ABOUT DOING WELL, BUT ABOUT **DOING WELL TOGETHER**: RESPONSIBILITY, ETHICS, AND CARE FOR PEOPLE TURN OUR VALUE INTO **REAL AND SHARED IMPACT**.