

March 3, 2020

New Signode Supplier Code of Conduct

Dear Supplier:

Signode is committed to conducting our business in accordance with a high ethical standard and in compliance with all applicable laws. As part of this commitment, we also require that our suppliers develop, produce and deliver products and services in a responsible and sustainable manner. As such, Signode is introducing a new ***Signode Supplier Code of Conduct*** ("***Supplier Code***") that outlines Signode's expectations of how our suppliers conduct business.

Effective immediately, all suppliers engaged in providing products and services to Signode are expected to act in accordance with the Supplier Code, including aligning guidelines, policies and practices, and communicating and enforcing the Supplier Code provisions in their organizations. Signode will review your compliance with the Supplier Code and take appropriate action if your organization fails to comply.

The Supplier Code applies to all Signode suppliers and has been posted to the signode.com website at the following link: <https://signode.com/en-US/Suppliers/supplier-code-of-conduct>. Please ensure this document is reviewed by your organization and all personnel involved with Signode and that you're able to perform to these expectations. We encourage your organization to develop its own code that exceeds these expectations.

If you have any questions regarding compliance to this policy, please contact your respective Signode Procurement contact immediately. As compliance is mandatory, your Procurement contact will help guide you to resolve any concerns in a timely manner and ensure the best possible outcome for your relationship with Signode.

Your support for this effort is greatly appreciated.

Thank you,



Gian Luca Bon
Sr Director & Interim Head of Global Procurement