

Duni Group Modern Slavery and Human Trafficking Statement 2019

This statement details the steps undertaken by Duni Group and the parent company Duni AB (Publ) to prevent modern slavery and human trafficking. It relates the activities until fiscal year 2019 and is intended to meet the obligations of Duni Group, including Duni Ltd and Biopac UK Ltd pursuant to the UK Modern Slavery Act 2015.

1. Duni Group

Duni Group supply table top concepts, creative packaging and take-away solutions to professionals and consumers. In the below Duni is also used to refer to Duni Group.

Duni products, which are mainly single-use, are available in more than 40 markets across the world. We are the market leader in Northern Europe with 2,400 employees across 24 countries. Our HQ is in Malmö and we have production units in Sweden, Germany, Poland, New Zealand and Thailand. Duni is listed on the NASDAQ Stockholm.

Duni Supply Chain includes suppliers of raw material to our production units and traded goods. Suppliers are mainly located in Europe, China and South-East Asia.

2. Group Governance and Reporting

Governance takes place through annual general meetings, the Board of Directors, the CEO and the group management. This is in accordance with, among other things, the Swedish Companies Act, the company's articles of association and the working procedure for the Board of Directors. Given Duni Group structure, the composition of the boards of operational subsidiaries, often with representatives from group management or group finance, also participate in the governance of Duni.

Duni Group apply the Swedish Code of Corporate Governance.

Through our governance structure group management make yearly risk analysis. The Duni AB Board's audit committee conducts annual reviews of the company's

operational and financial risks based on the risk analysis conducted. This also includes environmental risks as well as risks related to entry into new markets, anti-corruption, fraud and social aspects such as conditions from a labor law and diversity perspective.

Duni CSR Steering committee consists of group management members. The steering committee oversees CSR governance and drives our sustainability agenda.

Duni AB provides an annual report according to the rules of a public company. From fiscal year 2019 this includes our CSR reporting.

Duni Group is member of Ecovadis sustainability rating platform since 2018. The platform has a strong focus on supply chain management. Duni Group has a silver rating for our overall performance.

3. Group Policies

Duni brand has a good reputation for the quality and safety of its products. This reputation has been built up over many years. In order to maintain this reputation, there are strict consumer safety, quality, environmental, occupational safety and social standards to which all Duni factories must adhere. Third-party producers of Duni-branded products or raw material suppliers also have to achieve these standards.

Duni Group sites and our suppliers must operate in full compliance with national laws in the respective country. Duni's social responsibility can, however, have requirements exceeding those of national law.

Duni Code of conduct reflects the minimum standard of our Social Responsibility, from a worker and human rights perspective. The code defines the basic rights of employees, based on ILO Conventions. This includes, through ILO conventions 29 and 105 prohibiting the use of involuntary or uncompensated labor of any kind, including prison labor. Foreign contract workers must not be required to remain employed for any period of time against their own will. The production facility must pay any recruitment fees and other commissions to the recruitment agency.

<http://publications.duni.com/csr/policies-and-targets/code-of-conduct/english/?page=2>

Duni Business Ethics Policy states that it is of the utmost importance that Duni Group business operations are characterized by the highest possible standards of

responsibility, openness and honesty. Duni shall be operated profitably while maintaining good ethics. Duni condemns any form of corruption and bribery.

<https://www.duni.com/uk/about-duni/policies--targets/>

Duni Whistle blower policy has been effective since 2016. Duni aspire to an organizational climate where whistleblowers feel confident and comfortable about reporting wrongdoing.

Duni believe that there is an obligation to deal with wrongdoing. Reporting wrongdoing is in accordance with our ethical guidelines. Further, Duni believes that whistleblowers, who come forward with reports of wrongdoing, are acting as exemplary organizational citizens by assisting us in promoting integrity, accountability and good management.

Duni has engaged an external party as a receiver of the raised concerns. This external party will report raised concerns to Duni's for further handling and investigation. Reports may be made anonymously.

<https://www.duni.com/uk/about-duni/policies--targets/>

4. Responsible sourcing

Supply Chain management

Duni has two different supply chains depending on the product category:

Inhouse Production of primarily napkins and table covers

Outsourced Production of primarily food packaging for take away and candles.

Our procurement function divided according to our two supply chains and located at our in Sweden, Poland, Germany, Singapore and Australia.

Responsible Sourcing Procedure

To ensure that the Duni Code of conduct and Business Ethics Policy are met at an adequate level, Duni conducts initial and review audits of all suppliers of finished goods. Suppliers of raw material are evaluated from a risk and strategic perspective.

All suppliers of finished goods and raw materials sign our Code of Conduct and Business Ethics Policy. In supplier contracts, breach of these policies is set as valid ground for annulment of contract.

No supplier of finished goods is accepted without initial Code of conduct audit. Re-audits are conducted based on result of audit and risk area of supplier. In high risk areas as per our risk assessment, audits are conducted yearly. In audits worker contracts, age, salaries and working hours are checked. Migrant workers must have access to their passports. Worker interviews are carried out in local language.

Supplier evaluation and risk assessment

Supplier countries are evaluated from a risk perspective. Corruption perceptions index from Transparency international is the base for the risk rating where the top 25 % for low corruption are set as low risk. In entering new countries more detailed risk assessments are carried out with external consultants.

Duni General Requirements details the standard that we expect our suppliers to adhere to. In the General Requirements some criteria are set as critical, such as contract and wage management, child labor and access to passports. Critical findings need to be acted on immediately. Suppliers that fail to act on critical requirements will be phased out.

Duni Group CSR steering committee gets regular reports on supplier performance and phasing out process. CSR Steering committee decides in individual cases when necessary.

Supplier dialogue and training

Duni strives to have a close relationship with our suppliers, based on mutual respect and understanding. Most suppliers have been working with Duni for many years. Duni supports with training on CSR matters in cooperation with supplier.

