

# Supplier Affirmation

Multi-Color's facilities operate and adhere to our Standards of Business Conduct and Code of Ethics (Code of Conduct) in all of their dealings. In the global environment in which we operate, we have set the core values that should underlie the conduct of all Multi-Color facilities in order to fulfill our mission to deliver the world's best label solutions that help our customers build their brands, and to add value to our associates, our shareholders, and the communities in which we operate. Our Code of Conduct supports our five core values:

## Integrity

We conduct business safely, ethically and lawfully. We expect personal accountability for our work, behaving with openness, honesty, and truthfulness. We treat one another with respect and build trust by doing what we say we will do.

## Passion

We show pride in our company and are determined to be the best in our area of responsibility. We are engaged, self-motivated people who embrace challenges. We put company and customer needs before self interests.

## Creativity

We are forward thinking, creative, flexible and innovative in our approach to business. We encourage the best ideas from anywhere within the organization and appreciate the value of multiple perspectives and diverse expertise. We seek the best talent and promote continuous learning and development.

## Perseverance

We communicate our goals and expectations with clarity. We relentlessly pursue continuous improvement and respond vigorously to change. We nurture our short, medium and long-term business needs.

## Achievement

We aim to win, doing so with the highest standards, and we celebrate our successes. We actively seek to develop and promote from within. We are results driven with focus, speed and disciplined execution.

Multi-Color regards the application of its values of prime importance in decisions to enter into or continue relationships with suppliers, contractors and customers. In light of the above, we appreciate receiving your request to provide confirmation that in doing business with Multi-Color we comply with the following conditions: Child labor is prohibited; involuntary labor shall not be used under any circumstance; we will not engage in human trafficking; employees will have proper documentation to work within the country that they are employed by Multi-Color; and employees will not be discriminated against based on age, gender, racial characteristics, maternity or marital status, nationality or cultural, religious or personal beliefs in relation to hiring, wages, benefits, or termination. We will provide a safe and sanitary work environment and comply with all applicable environmental laws. Multi-Color is committed to providing fair and competitive wages in addition to overtime practices that comply with local laws and the practice of allowing employees to freely associate.

I confirm that in doing business with Multi-Color we comply with the above-mentioned specifications.

Company: \_\_\_\_\_

Name: \_\_\_\_\_

Function: \_\_\_\_\_

Date: \_\_\_\_\_

Signature: \_\_\_\_\_