



Carton Service Commitment

*From Reid Lederer, President
Associate Since 1995*

Consistent with our efforts to be the most compliant and competitive folding carton company in America, doing things the right way for the right reasons should always guide Carton Service associates. We do have several core values that provide the right framework for our decision making. A copy of our mission statement is below. In addition, our strong Carton Service approach means that we are honest, that we are transparent with each other and that we operate with integrity.

When we do not act in alignment with our values, it is important that you know you can voice concerns without fear retaliation.

While it is up to us as to how we act on a daily basis, we hope that these guidelines help you along the way to make the RIGHT decisions. Our mission also supports our “major” topics. We hope you see the connection between what we believe and how we act.

Thank you for your continued efforts to keep each other safe at work, to conduct ourselves with integrity, to act as good stewards of our natural resources, and to show care and concern for your colleagues. We will be able to accomplish extraordinary things using these principles as a guide.



Carton Service

CSL LLC

WHAT WE VALUE

<i>Our Culture</i>	We support integrity and honesty and we provide opportunities for the growth and development of our Associates and their families
<i>Our Purpose</i>	We apply teamwork and excellence to create value-added solutions, enabling our Customers to achieve great success
<i>Our Vision</i>	We want to set “The Standard” for Customers through innovative solutions, quality systems, supply chain excellence and packaging services

MAJORS (The Primary Things We All Focus On)

Up Time – All equipment runs at maximum projected speeds 100% of the time

Right The First Time – Our production and documentation is correct and accurate the first time we process it

On Time – Customer orders are shipping on customer required dates

CODE OF CONDUCT – ETHICAL AND LEGAL BEHAVIOR (continued)

Leading with integrity means asking the following questions:

If you are not sure about what to do, do you know who to ask?

Is the action legal?

Is my decision consistent with our values?

Does my decision follow our Standard Operating Procedures?

Am I willing to be accountable for this decision?

Ethical Guidelines

Leading with integrity means understanding the following guidelines:

Safety First

Keeping yourself and others safe on the job – be sure you understand and follow our safety policies and procedures. Thank you for stopping unsafe operations and for modeling good behavior by wearing personal protective equipment and knowing what to do in an emergency. Be sure you attend all mandatory safety training. Thank you for your commitment to an injury-free workplace.

Asking for Input

We encourage associate input whether that is a suggestion box entry, an uncomfortable conversation, an official meeting or any other form of communication. Associates should have a comfort level raising suggestions for improvement, observations and concerns without fear of retaliation with all levels of management. All reports of illegal and dishonest activities should be promptly submitted to Human Resources who is responsible for investigating and coordinating corrective action. Whistleblower protections are provided in two important areas -- confidentiality and against retaliation.

Safeguarding Assets

Safeguarding company assets including physical property, money, confidential information and intellectual property. All intellectual property and concepts developed at Carton Service are property of the company as is customary with our industry. More about this in our Working Rules.

Promoting a Culture of Integrity

Promoting a culture of integrity and honesty by your actions and by establishing expectations for the associates you supervise. Taking corrective or preventative action if you suspect a violation of the law, the Code of Conduct or any company policy.

CODE OF CONDUCT – ETHICAL AND LEGAL BEHAVIOR

(continued)

Compliance With The Law

It is a basic principle at Carton Service CSI, LLC to act in accordance with the laws and legal systems of every county, state and country in which we do business.

Preventing Harassment and Discrimination

Preventing harassment and discrimination – Carton Service expects all to be committed to an equal opportunity work environment where everyone is treated with respect and professionalism. We discourage inappropriate behavior whether it is verbal, physical or visual. We encourage treating others with dignity and respect. We value teamwork and collaboration and the resolution of differences acknowledging all parties. We embrace diversity in our workplace as a valuable asset.

Business Relationships With Suppliers

We expect our suppliers to abide by all laws and to share the core values of Carton Service CSI, LLC. Specifically, the following principles should be used:

1. Respect the human rights of their associates
2. Disallowance of corruption
3. Compliance with the laws against child labor
4. Acceptance of responsibility for the health and safety of their associates
5. Adherence to national laws and international standards for environmental protection

Avoiding Conflicts of Interests

Avoiding Conflicts of Interests by always making business decisions to serve the company's interests rather than your own. We only give or accept gifts, meals and entertainment that are modest in value, area given openly and have no potential to influence a business decision. Bribery, fraud, money laundering and anti-competitive practices are forbidden.

Protecting Privacy Rights

Privacy rights are protected at Carton Service – we follow appropriate safeguards for the protection of personal information that is collected, held and used by the company. We keep confidential and private the personal data of our customers and suppliers consistent with applicable laws. We value the security of our company's network and IT structure and work to prevent unauthorized access, disclosure or destruction.

Committing to Our Environment

Committing to responsible environmental behavior is a core value. Where possible, Carton Service commits to the steady improvement of our environmental footprint and the promotion of long-term sustainability by sustaining forests, reducing emissions, improving watersheds, sourcing responsibly and reducing waste.

CODE OF CONDUCT – ETHICAL AND LEGAL BEHAVIOR **(continued)**

Supporting Our Community

Supporting our community by addressing critical needs where our associates live and work through charitable activities, community engagement activities and more.

Recognizing Human Rights

Carton Service does not tolerate child labor, forced labor or any form of coercion, physical punishment or abuse of laborers. We recognize lawful associate rights and comply with Ohio, Tennessee and any other applicable US employment laws. We also expect the same of our business partners.