

Integrated Management Manual



Integrated Management Manual of

Georg MENSHEN GmbH & Co. KG

MENSHEN Packaging CIS, LLC

MENSHEN Iber S.L.U.

MENSHEN Packaging (Shanghai) Co., Ltd.

MENSHEN Packaging (Guangzhou) Co., Ltd.

MENSHEN Packaging (Anhui) Co., Ltd.

MENSHEN Packaging USA, Inc.

MENSHEN Mexicana, S. de C.V. de R.L.

MENSHEN Colombia S.A.S.

MENSHEN d.o.o.

INT T Integrated Management Manual

Preamble

With the introduction of this Integrated Management Manual the above-named companies of the Menshen Group, with their various sites, are merged into a standardized and centrally controlled management system. The aim is to present a unified image to the outside world. All statements in the complete Management Documentation, as well as the supporting documents and forms referring to people are valid for both men and women. The masculine form used in our documentation is intended solely for the purpose of readability and should be understood as inclusive of all genders.

The central function/coordination center for the management system is Georg Menshen GmbH & Co. KG.

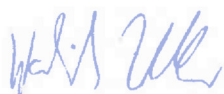
Quality is at the heart of the culture within Menshen Group. Every team member takes personal responsibility for the outcomes of their work, with each individual's actions contributing to the ongoing improvement of our overall performance.

Our integrated management system is based on the standards listed under Scope of Application. This Manual describes the activities, responsibilities, and functions, as well as the general methods applied to plan, achieve, secure, and continually improve our products and services.

This Integrated Management Manual, in conjunction with the relevant national laws and regulations, is the mandatory basis for all areas and functions within the aforementioned enterprises of the Menshen Group.

Also, binding are the procedures, work instructions, appendices, and the appropriate forms.

Put into force on 2025-09-21

A handwritten signature in blue ink, appearing to read 'Hansulrich Zellmer'.

Hansulrich Zellmer

Chief Executive Officer (CEO)

(Georg MENSHEN GmbH & Co. KG)
(MENSHEN Packaging (Shanghai) Co., Ltd.)
(MENSHEN Packaging (Guangzhou) Co., Ltd.)
(MENSHEN Packaging (Anhui) Co., Ltd.)
(MENSHEN Packaging CIS, LLC)
(MENSHEN Iber S.L.U.)
(MENSHEN Packaging USA, Inc.)
(MENSHEN Mexicana, S. DE. R.L. DE C.V.)
MENSHEN Colombia S.A.S.
MENSHEN d.o.o.

A handwritten signature in blue ink, appearing to read 'Hans-Peter Kaldeberg'.

Hans-Peter Kaldeberg

Chief Integrated Management Officer (CIMO)

(Georg MENSHEN GmbH & Co. KG)
(MENSHEN Packaging (Shanghai) Co., Ltd.)
(MENSHEN Packaging (Guangzhou) Co., Ltd.)
(MENSHEN Packaging (Anhui) Co., Ltd.)
(MENSHEN Packaging CIS, LLC)
(MENSHEN Iber S.L.U.)
(MENSHEN Packaging USA, Inc.)
(MENSHEN Mexicana, S. DE. R.L. DE C.V.)
MENSHEN Colombia S.A.S.
MENSHEN d.o.o.

Contents

1 Introduction of the company3

1.1 Company history and development3

1.2 Implemented standards3

2 Terms and abbreviations4

3 Introduction.....4

4 Integrated Management System.....4

4.1 Organization and Structure4

4.2 Integrated management policy5

4.3 Sustainability5

4.3.1 ISCC Plus5

4.3.2 Human and Labor Rights6

5 Central functions6

6 Process map7

7 Documents and other relevant documents7

8 Records8

9 List of changes8

1 Introduction of the company

1.1 Company history and development

The Company Georg Menshen GmbH & Co. KG was founded in Finnentrop in 1970 as a supplier for the Walter Stauffberg GmbH & Co. KG, which was also owned by the Menshen family. In its further development, the company specialized in the production of single and multi-piece plastic caps, screw tops, and closures, as well as other packaging components produced by plastic injection moulding. The components manufactured in this way are partly assembled in continuous or discontinuous assembly processes to form sub-assemblies. In recent years, the company's focus on food packaging has grown. In Europe, a key focus is the production of capsules. A key product focus for the entire Menshen Group is the manufacturing of weld spouts for use in flexible packaging. In China, a key focus is on the production of high-quality packaging for cosmetics. In recent years, in-mold labeling, injection blow molding, and various printing processes have also been added.

Today the company of Georg Menshen GmbH & Co. KG, like various national and international investments, forms part of the LUKAD Holding, in which the family has combined its business activities.

Over the years and due to the changes in the market in which the Company practices its activities, the Menshen GmbH & Co. KG has positioned itself as a global player. Today the Company develops and manufactures its products in eight different countries; it also has representations in further European and Asian countries, which keep close contact with the customers.

1970	Georg Menshen GmbH & Co. KG, Finnentrop, Germany, Headquarters
1972	Menshen Packaging USA, Inc., Waldwick, USA
1996	Menshen Iber S.L.U., Molins de Rei, Spain
1998	Menshen Packaging (Shanghai) Co. Ltd., Shanghai, China
1998	Menshen Mexicana S. de R.L. de C.V., Toluca, Mexico
2000	Georg Menshen GmbH & Co. KG, Sundern-Hagen, Germany
2005	Menshen Packaging CIS, LLC, Egorievsk, Russia
2013	Menshen Packaging (Guangzhou) Co. Ltd., China
2021	Menshen Colombia S.A.S., Cali, Colombia
2021	Menshen d.o.o., Simanovci, Serbia
2025	Menshen Packaging (Anhui) Co., Ltd.

The sites of Georg Menshen GmbH & Co. KG, Sundern-Hagen, Menshen Packaging (Shanghai) and Menshen Packaging (Guangzhou) have clean-room production facilities in accordance with ISO-Class 7 (US-FED-STD 209E: Class 10.000) respectively ISO-Class 8 (US-FED-STD 209E: Class 100.000), in which various products for the food and pharmaceutical industry are manufactured, taking account of special manufacturing conditions.

1.2 Implemented standards

The integrated Management System comprises of the aforementioned sites in connection with global and the site-specific regulations described in process instructions, procedures, work instructions and appendices. The standards listed below are applied. These are divided into standards that are the basis for certification and standards that are considered when preparing the documentation.

- Certification relevant

INT T Integrated Management Manual

- DIN EN ISO 9001
 - DIN EN ISO 14001
 - DIN EN ISO 45001 (Guangzhou)
 - DIN EN ISO 50001 (Finnentrop, Sundern-Hagen, Molins de Rei, Toluca, Waldwick, Egorievsk, Guangzhou)
 - BRCGS Packaging Materials (all locations except Egorievsk)
 - FSSC 22000 (Egorievsk)
 - ISCC-Plus (Finnentrop and Simanovci)
 - Sedex Member Ethical Trade Audit (SMETA) 4 Pillar (Egorievsk, Waldwick, Toluca, Cali, Shanghai)
- Documentation relevant
 - DIN ISO 15378 GMP
 - ISO 37301 Compliance Management Systems

2 Terms and abbreviations

See Chapter Terms and Abbreviations

3 Introduction

As a manufacturing company, we understand our responsibility for the quality of our products, our Shareholders, our employees, our customers, our suppliers, the society, the authorities, and our natural environment.

While considering economic factors, we prioritize the protection of the environment and the health and safety of our personnel. This commitment plays a crucial role in enhancing our company's competitiveness. By reducing consumption and waste, we not only lower costs but also strengthen legal compliance and improve organizational performance through optimized processes and procedures.

Achieving high-quality products, optimal cost efficiency, comprehensive hygiene and environmental protection, responsible energy use, and maximum safety are all essential success factors in reaching the company's goals. In this context, it is crucial to continuously enhance our performance across all areas. This ongoing improvement is key to further strengthening the trust of our customers and the public in the competence and responsibility of our company and its personnel.

4 Integrated Management System

4.1 Organization and Structure

The integrated management system is documented in process instructions, procedures, work instructions, appendices, and other evidence documents and records. In the integrated management system, the topics quality, environment, energy, hygiene, health and safety are described on structural and procedural organization regulations. Additionally, the subject "Compliance" is integrated in the system.

INT T Integrated Management Manual

The difference between a process instruction and a procedure is that the process instruction has a process owner and at least one KPI. This is not the case with a procedure. The process instructions are the flowcharts in our Viflow database respectively in SharePoint for which there is also a turtle diagram.

Procedures are designed to describe the sequence of actions in detail, specifying the measures to be taken for control, monitoring, and assigning responsibilities.

To avoid complicating the handling of documentation for employees, a decision was made not to rename the documents currently referred to as "Process Instructions" to "Procedures".

4.2 Integrated management policy

The company's Integrated Management Policy is described in a separate appendix and applies in form and content to all Menshen Group locations. The Integrated Management Policy covers the following topics:

- Quality
- Environment
- Energy
- Hygiene
- Health and Safety
- Labor and Human Rights
- Compliance

The Integrated Management Policy, as the core of our Global Integrated Management System, is published on our website to provide access to all interested parties and to publicly communicate the values that the Menshen Group stands for.

4.3 Sustainability

The topic of sustainability is playing an increasingly important role in today's world. The English term "sustainability" has now also become established in German-speaking countries. This encompasses the following topics:

- Environmental and energy management
- Labor and human rights
- Health and occupational safety
- Sustainable procurement
- Ethics

4.3.1 ISCC Plus

One way we emphasize our commitment to sustainability is by offering our customers the opportunity to partner with us to bring products to market certified according to the ISCC (International Sustainability & Carbon Certification) standards. The top management of the Menshen Group has declared its commitment to the requirements of this standard for all products produced under this certificate and, in this context, equally commits the management of the Menshen Group's locations.

4.3.2 Human and Labor Rights

Respect for human and labor rights is one of the most important concerns of the Menshen Group's Top Management. This is based on only offering jobs that ensure the health of our employees. We strongly reject child labor, one of the worst atrocities of our time. The same applies to compulsory or forced labor that creates conditions similar to slavery.

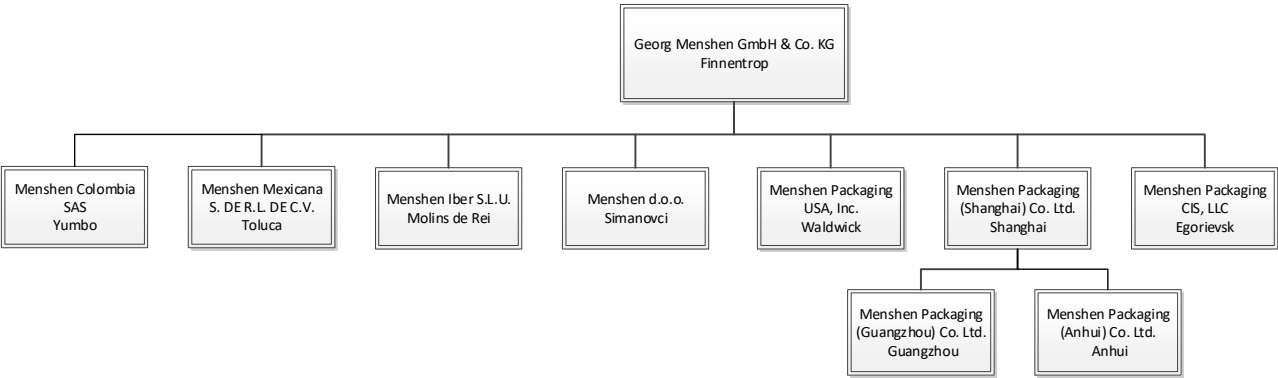
The success of our company is built on the principle of equal opportunities and the diversity of the individuals who work for us. We are committed to ensuring that no one is discriminated against or otherwise hindered in their freedom of action and decision-making, degraded, or harassed due to their gender, race, ethnic or cultural origin, disability, illness, religion or belief, age, or sexual orientation.

Our company is dedicated to fair remuneration that meets the legal requirements of each country in which we operate. This includes appropriate compensation for overtime work.

We fully respect our employees' right to organize into unions for collective bargaining purposes. It is our goal to actively engage, inform, and involve our employees in decision-making processes.

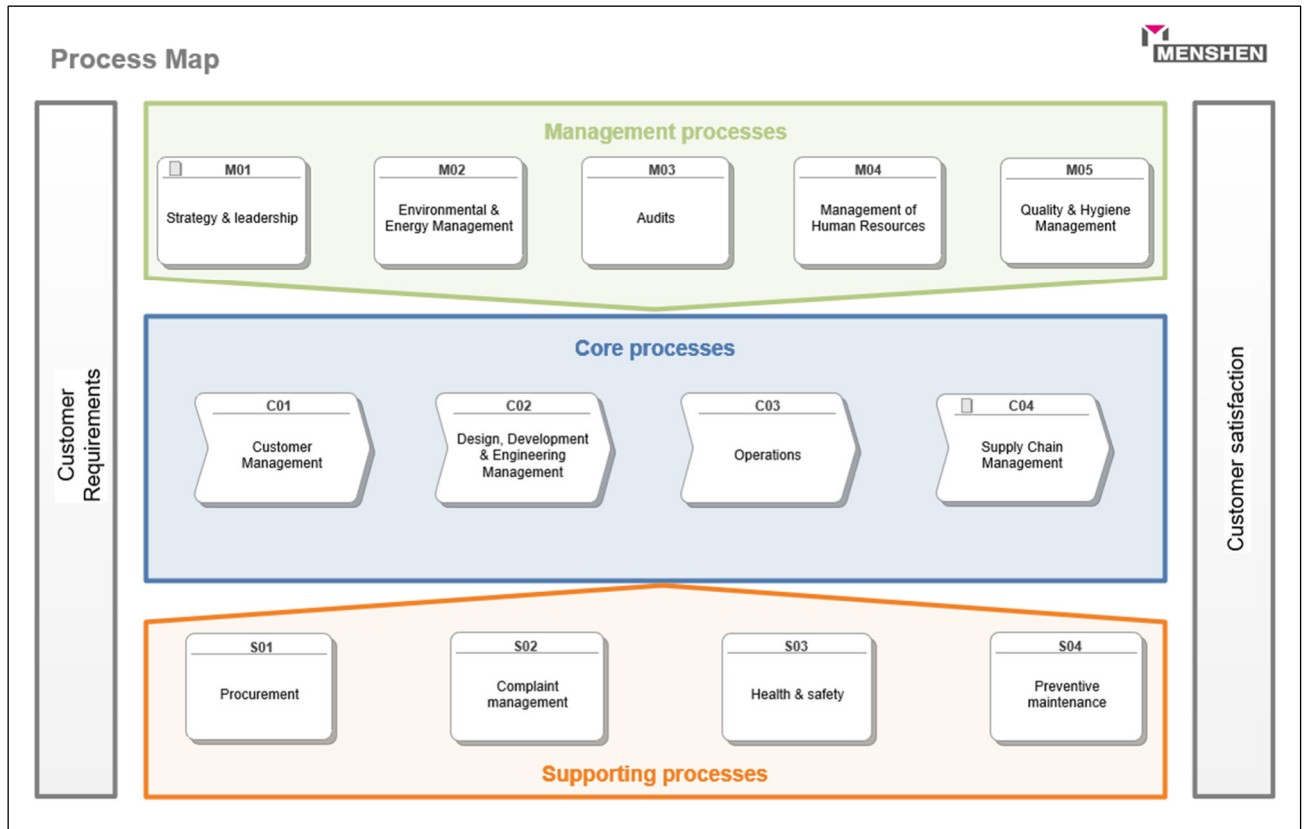
We expect our direct suppliers to uphold the same values and to encourage similar commitments throughout their supply chains.

5 Central functions



The responsibility for the central functions of the Global Integrated Management System lies with Georg Menshen GmbH & Co. KG in Finnentrop. The headquarters are responsible for determining the global objectives and the resulting global KPIs with the individual locations, considering the expected business activities and the results from the past financial year.

6 Process map



The process map shows the process structure of the Global Integrated Management System. The processes are separated in

- Management processes
- Core processes
- Supporting processes

7 Documents and other relevant documents

- DIN EN ISO 9001:2015
- DIN EN ISO 14001:2015
- DIN EN ISO 45001:2018
- DIN EN ISO 50001:2018
- DIN ISO 15378 GMP
- ISO 37301 Compliance Management System
- ISSC-Plus
- BRCGS Packaging Materials Issue 7
- FSCC 22000 Version 6
- Sedex Member Ethical Trade Audit 4 Pillar Version 7
- HARA

INT T Integrated Management Manual

- M01_PI_01_AP_01_Integrated Management Policy
- Organization Chart (international and national)
- LUKAD Policy Manual

8 Records

n/a

9 List of changes

Date	Index	Description of changes
13.04.12	B	<ul style="list-style-type: none"> • Numbering of pages has been changed <ul style="list-style-type: none"> - The front page is no longer included in the numbering system • Main points in the table of contents have been changed <p>Chapter 10</p> <ul style="list-style-type: none"> - old: Documents and records - new: QM Documents and other relevant documents <p>Chapter 11</p> <ul style="list-style-type: none"> - old: Other valid documents - new: Records <ul style="list-style-type: none"> • Compliance with the national laws and regulations has been explicitly mentioned in the following chapters: <u>Entry into force - Paragraph 5</u> This Integrated Management Manual, in conjunction with the relevant national laws and regulations, is the mandatory basis for all areas and functions within the aforementioned enterprises of the Menshen Group. <u>Chapter 9.3.6 Health and Safety - Paragraph 1</u> Wherever we operate, our health and safety policy complies with the relevant national laws and regulations. <u>Chapter 9.3.8 Environment - Paragraph 2</u> Our policy complies with the applicable national laws and regulations in the field of environmental protection. <u>Chapter 9.3.10 Pest Control - Paragraph 3</u> All baits used comply with the relevant national laws and regulations on the use in production areas. • Chapter 9.3.1.1 Selection and evaluation of suppliers completely revised
25.05.12	C	<ul style="list-style-type: none"> • Title has been changed old: Integrated Quality Management Manual new: Integrated Management Manual • Chapter 1.2 Scope of application DIN EN ISO 50001 added • Chapter 3. 3rd paragraph • High quality of the products, optimum cost efficiency, comprehensive hygiene/environmental protection, the responsible use of energy ...to achieve the company's goals. • Chapter 4.1 Heading changed Quality Management Manual replaced by Integrated Management Manual

INT T Integrated Management Manual

	<ul style="list-style-type: none"> • Chapter 4.1 revised; Quality Management documentation replaced by Integrated Management documentation • Chapter 4.2 – 1st paragraph The IM-Manual is reviewed at regular intervals. • Chapter 4.2 Heading changed Change control of the QM-Manual replaced by IM Manual • Chapter 4.3.1 Company/quality policy Heading changed to Integrated Management Policy 1st paragraph added: The company's business policy comprises the subject areas of quality, environment and energy. 4th paragraph: last sentence deleted. 6th paragraph: In all our actions the protection... (completely new paragraph) Chapter 4.3.2 – 6th paragraph The integrated management policy is reviewed ...The revised management policy is then made available to the employees and other interested parties. • Chapter 7.1 – 1st paragraph This chapter describes ...the integrated management system,...the Menshen Group. • Chapter 7.3 – 1st paragraph Quality management has top priority... all the activities related to the integrated management system. • Chapter 7.4.1 – 1st paragraph The company's business/quality/environmental/energy policy is defined ... documented and communicated to all the employees. Based on the company's policy, operative business/ quality, environmental and energy targets are derived for all areas of the company, which are subject to... and which are included in the business plan. • Chapter 7.4.8 – 1st paragraph. In the Integrated Management Manual the quality/environmental/energy policy, regulations on structural and procedural organization, as well as responsibilities are described. • Chapter 8.3.1 – 1st paragraph Contract review is performed by Sales in cooperation with other departments. • Chapter 9.3.5.3 – 2nd paragraph such as the checking of dimensions and leakage testing– deleted. • Chapter 9.3.5.4 – 1st paragraph Final inspections are carried out as self-inspections within the production departments - deleted • Chapter 9.3.8 The word "energy" has been added to the heading • Chapter 9.3.8 – 1st paragraph On the basis of ISO 14001 and ISO 50001environmental risks to a minimum. • Chapter 9.3.8 – 4th paragraph The result of these activities is documented in an annual Environmental and
--	---

INT T Integrated Management Manual

		<p>Energy Report. This Report isforwarded to the local Manager, as well as the international Managing Director and the Global Quality Director.</p> <ul style="list-style-type: none"> Chapter 9.3.8 – 5th paragraph <p>The environmental policy and the relevant environmental goals are derived from this Review and the Environmental and Energy Report.</p> <p>Chapter 10 DIN EN ISO 50001 added</p>
08.01.2013	D	<ul style="list-style-type: none"> Chapter 1.2 Scope of application ISO 22000/FSSC and BRC/IoP added Chapter 4 Heading “Release and update of the Integrated Management Manual” changed to “Integrated Management System” Chapter 4.1 Organization and Structure has been added, previously in Chapter 7.4.8 Integrated Management System, hygiene policy has been added Chapter 4 Integrated Management System Due to the additional Chapter 4.1 Organization and Structure the entire numbering in this chapter has changed Chapter 4.3.1 Integrated Management Policy – first paragraph hygiene added Chapter 4.3.1 Integrated Management Policy –Paragraph 7 Being a supplier of packaging components ...when they check in. Chapter 4.4.1 Integrated Management Policy The company’s business policy...environment and energy. changed to “The Company’s Integrated Management policy... environment, energy and hygiene.” Chapter 4.4.2 Company objectives hygiene policy added Chapter 7.1 Purpose and scope of application first sentence changed Chapter 7.4.1 Business planning new heading: 7.4.1 Strategy and leadership Chapter 7.4.3 Assessment of the QM system new heading: 7.4.3 Management Review Chapter 7.4.5 Personnel changed to 7.4.5 Management of Resources Chapter 7.4.5.3 Infrastructure added Chapter 7.4.5.4 Working environment added Chapter 7.4.7 On-time delivery numbering changed to 7.4.6.1 Chapter 7.4.6.1 On-time delivery If any delivery problems... the ability to deliver. If any delivery problems... to restore the ability to deliver and to maintain it in the future. Chapter 7.4.8 Integrated Management System deleted and inserted as Chapter 4.1 Organization and structure

INT T Integrated Management Manual

		<ul style="list-style-type: none"> Chapter 7.4.8 Environment and energy was Chapter 9.3.8 Environment and energy in previous edition Chapter 7.4.8 Hygiene management new addition Chapter 7.4.8.1 Hygiene used to be Chapter 9.3.9 Hygiene Chapter 7.4.8.2 Pest Control used to be Chapter 9.3.10 Pest Control Chapter 7.4.8.2 Glass breakage used to be Chapter 9.3.7 Glass breakage Chapter 7.4.9 Finance and Controlling added Chapter 9.3.1 Procurement First paragraph, second sentence amended Provided that such an approach is reasonable and feasible... the qualities used. Chapter 9.3.7 Glass breakage deleted and inserted as Chapter 7.4.8.2 Glass breakage Chapter 9.3.8 Environment and energy deleted and inserted as Chapter 7.4.7 Environment and energy Chapter 9.3.9 Hygiene deleted and inserted as 7.4.8.1 Hygiene Chapter 9.3.10 Pest Control deleted and inserted as Chapter 7.4.8.2 Pest Control
06.05.2013	E	<ul style="list-style-type: none"> Menshen Kunststofftechnik GmbH & Co. GmbH removed Chapter 1.2 Scope of application ISO 22000/FSSC removed BRC/IoP scope of application enhanced by Mexico and Russia Chapter 10 Documents and other relevant documents DIN EN ISO 15593 removed DIN EN ISO 22000 removed BRC/IoP added AP01-GIMS-INT-Integrated Management Policy added Organization Chart (international and national) added
2014-01-08	F	<ul style="list-style-type: none"> Cover Page Guangzhou Menshen Packaging Co., Ltd. added 1.1 Company history and development 4. paragraph Guangzhou Menshen Packaging Co., Ltd added 5. paragraph Menshen Kunststofftechnik changed to Georg Menshen GmbH & Co. KG, Sundern-Hagen 4.2 Release of the Integrated Management Manual, Procedures and Work Instructions heading changed to 4.2 Release of the Integrated Management Manual (IMM), Process Instructions (PI) and Work Instructions (WI)

INT T Integrated Management Manual

		<p>3. paragraph Quality Management Representative changed to Management Representative</p> <ul style="list-style-type: none"> 4.3 Change control of the IM Manual, Process Instructions and Work Instructions <p>3. paragraph quality management representative changed to management representative</p> <ul style="list-style-type: none"> 5 Organizational chart new organizational chart reinsert 6 Process Map new process map reinsert 7 Management Processes new chart reinsert 7.2 Responsibilities QM-Manual changed to IM-Manual 7.3 Staff function Global Quality Management and Management Representative (MR) 1. and 2. paragraph Quality Management-Representative changed to Management-Representative 9 Supporting processes new chart reinsert 9.3.2 Information and documentation changed to 9.3.2 Control of Documents & Records 9.3.3 Data evaluation and analysis changed to 9.3.3 Monitoring & measuring of processes & products 10 Documents and other relevant documents changed to 10 Documents
2014-04-03	G	<ul style="list-style-type: none"> Cover sheet Menshen Guangzhou company name corrected 1.1 Company history and development Menshen Guangzhou company name corrected 5th chapter Menshen Guangzhou added 4.3 Change control of the IM Manual, Process-, Work Instructions and Appendices heading changed 2nd chapter, 1st sentence changed 4.4.1 Integrated Management Policy 6th chapter, 8th and 9th sentence added

INT T Integrated Management Manual

		<ul style="list-style-type: none"> • 5 Organizational chart Company name Menshen Guangzhou in the organizational chart corrected • 7.4.1.1 Management Review was 7.4.3 Management Review • 7.4.3 Management Review deleted • 9.3.2 Control of documents and records present text transferred to 9.3.5.10 Data analysis and present text from 9.3.5.10 Data analysis transferred to 9.3.2 Control of documents and records • 9.3.3 Monitoring and measurement of processes and products chapter deleted heading changed to 9.3.3 Data analysis • 9.3.7 Management of test and measuring devices heading added
2014-05-02	H	<ul style="list-style-type: none"> • 1.2 Scope of application BRC China, Shanghai added • 4.4.3 Review of the Integrated Management Policy and legal requirements chapter added • 4.4.2 Company objectives 1st chapter, 4th sentence added • 9.3.3 Data analysis chapter added
2016-05-10	I	<ul style="list-style-type: none"> • Headline "Preamble" added • Preamble 1. chapter, 4. sentence added • 1.1 Company history and development 5. chapter, 1. sentence cleanroom classes corrected and added • 1.2 Scope of application Enumeration, ISO 19600 Compliance Management Systems added • 4.1 Organization and structure 1. chapter, 3. sentence added • 4.4.1 Integrated Management Policy 1. chapter Compliance added 8. chapter from 4. sentence added "Another aspect..." 9. chapter and 10. chapter added • 9.3.9 Compliance chapter added • Documents and other relevant documents BRC/IoP Version 4 changed to BRC Global Standard for Packaging and Packaging Materials Issue 5
2017-02-06	J	<ul style="list-style-type: none"> • 1.2 Scope of application bullet point DIN EN ISO 50001 supplemented with Molin de Rei, Toluca,

INT T Integrated Management Manual

		Waldwick, Egorievsk bullet point BRC/IoP changed
2018-01-02	K	<ul style="list-style-type: none"> Manual completely revised
2018-03-05	L	<ul style="list-style-type: none"> Preamble 1st chapter, last sentence added 6th chapter, “appendices” added 4.1 Organization and Structure Chapter revised 4.2 Release of the Integrated Management Documentation chapter deleted 4.3 Change control of the Integrated Management Documentation chapter deleted
2018-04-24	M	<ul style="list-style-type: none"> 1.2 Implemented standards was 1.2 Scope of application 1st sentence revised 1.2.1 ISO 9001, ISO 14001, and ISO 50001 site scopes chapter deleted 7 Documents “AP01-GIMS-INT-Integrated Management Policy” changed in “M01_PI_01_AP_01_Integrated Management Policy”
2019-07-19	N	<ul style="list-style-type: none"> 1.2 Implemented standards ISCC (Finnentrop) added
2020-02-29	O	<ul style="list-style-type: none"> 6 Process Map new process map added 7 Documents DIN EN ISO 50001:2018 was DIN EN ISO 50001 BRCGS Packaging Materials Issue 6 was BRC Global Standard for Packaging and Packaging Materials Issue 5
2021-02-10	P	<ul style="list-style-type: none"> Coversheet Photo changed MENSHEN Packaging (Guangzhou Plant I) Co., Ltd. was MENSHEN Packaging (Guangzhou) Co., Ltd. MENSHEN Packaging (Guangzhou Plant II) Co., Ltd. added Preamble Information under the signatures revised MENSHEN Packaging (Guangzhou Plant I) Co., Ltd. was MENSHEN Packaging (Guangzhou) Co., Ltd. MENSHEN Packaging (Guangzhou Plant II) Co., Ltd. added 1.1 Company history and development 4. paragraph, list revised MENSHEN Packaging (Guangzhou Plant I) Co., Ltd. was MENSHEN Packaging (Guangzhou) Co., Ltd.

INT T Integrated Management Manual

		<p>MENSHEN Packaging (Guangzhou Plant II) Co., Ltd. added</p> <ul style="list-style-type: none"> 1.1 Company history and development 5. paragraph, 1. sentence, "... Menshen Packaging (Guangzhou Plant II) have..." was "... Menshen Packaging (Guangzhou) have..." 4.2 Integrated Management Policy Chapter completely revised 5 Central functions Organizational chart revised
2022-02-08	Q	<ul style="list-style-type: none"> 1.1 Company history and development 2021 Menshen Colombia S.A.S. added 2021 Menshen d.o.o. added 1.2 Implemented standards 1. chapter, 3. sentence added bullet point "Certification relevant" added bullet point "Documentation relevant" added 4.2 Integrated management policy revised Central functions new organizational chart added 7 Documents and other relevant documents ISO 37301 Compliance Management System added
2023-02-01	R	<ul style="list-style-type: none"> 1.2 Implemented Standards DIN EN ISO 45001 added DIN EN ISO 50001 Beograd and Guangzhou Plant II added BRCGS Packaging Materials (...& Menshen Russia) added FSSC (only Menshen Russia) added 4.1 Organization and structure 1. paragraph, 2. sentence "In the integrated management system, the topics quality, environment, energy, hygiene, health and safety are..." was "In the integrated management system, the topics quality, environment, energy and hygiene are..." 7 Documents was "Documents and other relevant documents" DIN EN ISO 45001:2018 added
2025-03-14	S	<ul style="list-style-type: none"> Cover Page „MENSHEN Packaging (Guangzhou) Co., Ltd.“ was „MENSHEN Packaging (Guangzhou Plant I) Co., Ltd.“; „MENSHEN Packaging (Guangzhou Plant II) Co., Ltd.“ deleted Preamble under the signatures: „MENSHEN Packaging (Guangzhou) Co., Ltd.“ was „MENSHEN Packaging (Guangzhou Plant I) Co., Ltd.“; „MENSHEN Packaging (Guangzhou Plant II) Co., Ltd.“ deleted 1.1 Company history and development 1. paragraph, 6. to 8. sentence added 3. paragraph, 2. sentence "...in eight different countries..." was "...in six

INT T Integrated Management Manual

		<p>different countries...”</p> <p>3. paragraph, Georg Menshen GmbH & Co. KG, Kahley, Deutschland and Menshen Packaging (Guangzhou Plant I) Co., Ltd., China deleted</p> <p>5. paragraph, „Guangzhou“ was „Guangzhou Plant II)</p> <ul style="list-style-type: none"> • 1.2 Implemented standards 3., 4., 5., 6., 6. & 7. bullet point revised 8. bullet point added • 3 Introduction 1. paragraph, “Shareholder” added • 4.1 Organization and structure 2. paragraph, 3. sentence, “...respectively in SharePoint...” added • 4.2 Integrated Management Policy completely revised • 4.3 Sustainability chapter added • 4.3.1 ISCC Plus chapter added • 4.3.2 Human and Labor rights chapter added • 5 Central functions Organizational Chart of locations up dated 1. paragraph, 1. sentence, “... global objectives and the resulting global...” added • Documents 7. bullet point „BRCGS Packaging Materials Issue 7“ was „BRCGS Packaging Materials Issue 6“ 8. bullet point FSSC Version 6 was FSSC Version 5.1 9. bullet point added
2025-09-21	T	<ul style="list-style-type: none"> • Cover page MENSHEN Packaging (Anhui) Co. Ltd. added • 1.1 Company history and development 2025 MENSHEN Packaging (Anhui) Co. Ltd. added • 5 Central functions Organization chart MENSHEN Packaging (Anhui) Co. Ltd. added