

Our Sonoco Culture



Europe

Integrity, Respect, Service, Teamwork and Accountability

What you should see, hear, and feel everyday

We believe that many faces, many voices, many backgrounds, many personalities, and many experiences combine to create One Sonoco. We believe that our strength as a company comes from celebrating, and embracing, the diversity of our teammates around the world applying their unique perspectives and ideas, all while supported by a common culture built on the Guiding Principle that “People build businesses by doing the right thing.”

The right thing extends to how we work with our customers, and how we treat each other, with dignity and respect, regardless of our unique differences which makes us who we are. We believe that the character and strengths of individuals are multiplied when they are unleashed as part of a team in a collaborative, safe and supportive environment.

And while we are One Sonoco, we believe in creating more than one path for growth and opportunity in our organization, understanding that path may be different for each person, but valued no matter the choice, because we know everyone has a role to play if we are to be successful.

We also believe that for us to prosper as a company, each individual must be allowed the opportunity to be themselves, and to prosper in a safe environment. As our number one priority, safety goes beyond simply the physical environment we create, it includes the cultural one as well. We are committed to creating a safe space for teammates to share ideas, to take measured risks, to explore new opportunities, and to be who they are.

These ideals are found in one set of common values, protected and nurtured for more than 100 years, that allow us to achieve our shared purpose, Better Packaging, Better Life.

Our legacy, our purpose, our values and our guiding principles, are something we share as a company, no matter where we are in the world, or where we are in our career.

Our Guiding Principles

<u>We are</u> dedicated to building a resilient, adaptive, innovative company which will serve generations to come	<u>We will</u> treat people the way we hope to be treated
<u>We believe</u> actions speak louder than words	<u>We encourage</u> intellectual curiosity as a catalyst for innovation and growth
<u>We win</u> by hard work, teamwork, and persistence	<u>We value</u> individual perspectives
<u>We recognise</u> measured risk taking as part of ensuring our long-term viability	<u>We strive</u> to continuously improve and grow