

Completed acquisition by Sonoco Products Company of Weidenhammer Packaging Group GmbH (Weidenhammer)

Consent to certain actions for the purposes of the Initial Enforcement Order made by the Competition and Markets Authority (CMA) on Sonoco Products Company and Sonoco Holdings UK Limited on 5 November 2014

We refer to your letters dated 21 January 2015, 2 February 2015 and 4 February 2015 requesting that the CMA consents to derogations to the Initial Enforcement Order of 5 November 2014 (the Order). Under the Order, save for written consent by the CMA, Sonoco Products Company (Sonoco) and Sonoco Holdings UK Limited (Sonoco UK) are required (i) to refrain from any action which might impede the taking of any action under the Act by the CMA which may be justified by the CMA's decision and (ii) to hold separate the Sonoco business from the Weidenhammer business (as defined in the Order). After due consideration of your request for derogations from the Order, Sonoco and Sonoco UK may carry out the following actions, subject to the conditions noted below, in respect of the specific paragraphs:

Paragraphs 4(a), 5(c), (i), (j) and (l) of the Order

During the Specified Period (as defined in the Order), the CMA consents to the appointment of the Sonoco UK human resources (HR) employee [X] to carry out the HR functions for Weidenhammer UK Limited with respect to the following activities:

- (a) Negotiations with the workforce and the unions/works council on wages for 2015.
- (b) Optimising the shift system in order to cover the increased effect of the gravy seasonality.
- (c) Support in handling personnel agencies, contract management, and the induction of new employees.
- (d) The change of working contracts Weidenhammer UK Limited has with its employees.

The consent is being granted conditional upon a review of the arrangements once a monitoring trustee is in place. Further, the consent is being granted on the basis of Sonoco and Sonoco UK's submissions that (i) this appointment is necessary in order to ensure that Weidenhammer UK Limited is compliant with UK employment law and (ii) [X] has particular experience in HR and UK employment law issues in the packaging sector. The consent is subject to [X] entering into a confidentiality agreement, approved by the CMA, pursuant to which she will not disclose any information regarding the Weidenhammer business to Sonoco and Sonoco UK's employees except as permitted by the CMA.

Paragraphs 4(c) and 5(b), (c), (d), (e) of the Order

During the Specified Period (as defined in the Order), the CMA consents to the removal and transfer of [X]. The consent is being granted subject to a condition that the process is overseen by a monitoring trustee, once in place. Further, the consent is being granted on the basis of Sonoco and Sonoco UK's submissions that (i) [X], (ii) [X], (iii) [X] and (iv) that the move needs to be carried out outside the 'busy season'.