



POLICY STATEMENT

CHILD LABOUR, FORCED LABOUR & HUMAN TRAFFICKING

PURPOSE

The purpose of this Child Labour, Forced Labour & Human Trafficking Policy Statement ("**Statement**") is to ensure that Intelligent Packaging Limited Partnership and its subsidiaries ("**Company**") demands the highest ethical standards within its supply chain and is committed to complying with all local and international anti-modern slavery and human trafficking laws and regulations that may be applicable to its business worldwide.

CHILD LABOUR, FORCED LABOUR & HUMAN TRAFFICKING

In working towards a more sustainable future, collaboration with our suppliers is essential and we must ensure that all of those in our supply chains and business chains comply with our values.

We understand our responsibility to prevent, mitigate and remediate where necessary the risks of human trafficking, forced, bonded and child labour, and to respect human rights in our operations and our supply chain - with this in mind each of our suppliers acknowledge as part of our standard terms and conditions that they are in compliance with modern slavery and anti-trafficking legislation in each jurisdiction in which we operate.

We have appropriate policies in place that underpin our commitment to ensure that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We continuously review and update all our policies and have the following policies in place:

- Code of Conduct;
- Anti-Corruption; and
- Whistleblowing Policy.

In general, as part of our initiative to identify and mitigate risk, we have the following practices in place across all locations:

- a mandatory due diligence questionnaire when scoping potential suppliers;
- robust anti-modern slavery clauses in our supply contracts to ensure suppliers are complying with the appropriate legislation and to provide us with authority to act in-case of a breach; the Company's internal audit team undertakes routine audits of all business activities & manufacturing facilities to ensure compliance with a myriad of responsibilities dictated by local and international law. The team have received training on human rights, modern slavery and human trafficking and should they find something suspicious they would report it immediately; and
- The Company's whistleblowing procedure is designed to make it easy for team members to speak up if they see something, without fear of retaliation. Any issues around slavery and human trafficking would be categorized as a "high risk" and the corresponding response would be met with equal attention.

COMMUNICATION AND EDUCATION

To ensure a high level of understanding of the risks of Child Labour, Forced Labour & Human Trafficking in our supply chains and our business, we ensure details of the Code of Conduct, Anti-Corruption Policy and Whistleblowing Policy are available to employees.

BREACH OF THE STATEMENT

A breach of this Statement may result in disciplinary action including immediate termination of employment for cause. It can also lead to civil and/or criminal liability. Any actual or potential violations or suspected violations of the Statement or applicable laws must be immediately reported.