

HUMAN RIGHTS & LABOR POLICY STATEMENT

1. ABOUT US

We, the Cartonplast Group, stand as the foremost supplier of reusable plastic layer pads, available for rental purposes. These pads find application in the secure and efficient transportation of glass, cans, and PET containers, ensuring hygiene and safety standards during transit across the food, beverage pharmaceutical and cosmetic sectors. Our commitment involves catering to our clientele through an extensive array of service and logistical hubs, supported by a workforce exceeding 800 professionals. Our primary objective remains retaining our top -tier global position within the industry.

2. OUR COMMITMENT

At Cartonplast Group, we are committed to upholding and promoting human rights in all aspects of our operations. Our guiding principle is that we always act in accordance with legal regulations in all regions and countries in which we operate. We recognize our responsibility to respect the fundamental rights and dignity of all individuals, including our employees, customers, suppliers, and stakeholders. This policy statement complements our Code of Conduct. It outlines our focus to the human rights and labor practices which are related to our business and the actions we take to ensure their realization throughout our business activities.

3. RESPECT FOR HUMAN RIGHTS

We are committed to respecting and promoting the internationally recognized human rights. We support the 10 Principles of the UN Global Compact, we honour the Universal Declaration of Human Rights, the recommendations of the International Labour Organization (ILO) as well as the ETI Base Code.

4. NON-DISCRIMINATION

We do not tolerate any form of discrimination or harassment based on race, gender, religion, sexual orientation, physical abilities, age, cultural background, or any other protected characteristic.

We ensure equal opportunities and fair treatment for all individuals associated with our business.

5. DIVERSITY AND INCLUSION

We value diversity as a source of strength and innovation. We are committed to fostering an inclusive workplace that values and respects the unique perspectives and experiences of every employee.

We will provide equal opportunities for professional growth, development, and advancement to all employees.

We will encourage an open and inclusive dialogue that promotes understanding, collaboration, and appreciation among our diverse workforce.

6. LABOR CONDITIONS

We uphold the rights of our employees to living wages, reasonable working hours, a safe and healthy work environment and legally binding employment relationship.

We prohibit child labor, forced labor, and any form of exploitation in our operations.

7. EQUAL PAYMENT FOR WOMEN

We recognize the importance of gender equality and pay equity. We are committed to ensuring that all employees, regardless of their gender, receive equal pay for equal work or work of equal value.

We regularly review our compensation structure to identify and address any gender-based pay disparities.

We promote a culture of fairness and equality where gender is not a factor in determining compensation.

8. FREEDOM OF ASSOCIATION

We respect the rights of our employees to join or form trade unions and engage in collective bargaining, in line with applicable laws and regulations.

9. ACCOUNTABILITY AND CONTINUOUS IMPROVEMENT

We understand that creating an inclusive and equitable workplace requires ongoing effort and commitment. We will regularly assess our policies, practices, and their impact to ensure alignment with our values.

10. SUPPLIER RESPONSIBILITY

We collaborate with suppliers who share our commitment to human rights, respect our Supplier Code of Conduct, ensuring they adhere to ethical labor practices and human rights standards.

11. PRIVACY AND DATA PROTECTION

We safeguard the privacy and personal data of individuals, ensuring compliance with relevant data protection laws and regulations.

12. REPORTING AND TRANSPARENCY

We communicate openly about our human rights efforts, challenges, and progress, both internally and externally, while respecting confidentiality as necessary.

13. WHISTLE-BLOWER SYSTEM

We provide accessible channels through our website for our employees, customers, suppliers, and other stakeholders to raise concerns or grievances related to human rights violations, without fear of retaliation.

14. TRAINING AND AWARENESS

We provide training and resources to our employees, suppliers, and partners to enhance their understanding of human rights principles and practices.

This Human Rights and Labor Policy Statement reflects our dedication to conducting business in a manner that upholds the dignity and rights of all individuals, promotes diversity and ensures equal payment for all employees, regardless of their gender. We are committed to engaging in ethical practices that contribute to the well-being of our employees, communities and society at large. With this Policy we are also contributing to the 17 Sustainability Development Goals (SDG) and their relation to Human Rights and Labor topics.