

September 2023

BRITANNIA GARMENT PACKAGING HUMAN RIGHTS POLICY

Respect for human rights is fundamental to the sustainability of Britannia Garment Packaging and the communities in which we operate. In our Company and across our system, we are committed to ensuring that people are treated with dignity and respect. Human Rights Policy is guided by international human rights principles encompassed in the European Convention on Human Rights and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work.

The Human Rights Policy applies to members of Britannia and the facilities we manage

Protection of Human Rights and liberties are always the fundamental principles of our company:

- Freedom of Association and Collective Bargaining
- Safe and Healthy Workplace
- Non-discrimination
- Equality
- Child Labour
- Forced Labour
- Fair Wages, Work Hours and Benefits
- No Harsh Treatment or Harassment
- Maternity protection

Our company creates an open-door policy and honest communications among all employees. The company is willing to enforce and apply such Human Rights Policy wherever we operate.

You can report a Human Rights breach using any of the following methods:

- In writing to your Line Manager.
- Verbally to your Line Manager (the meeting to be monitored/documented).
- By email directly to the Group Group CEO.
- By calling the confidential hotline: +44 (0)116 281 5301 or by local arrangement.

Should any one of us report issues under the Human Rights Policy, such report or the information will be treated as highly confidential and will be directed to the senior management in the UK or related government organization, with no possibility of retaliation.

The designated person responsible for these standards is the Group CEO.

PAUL BROWNHILL
GROUP CHIEF EXECUTIVE