



HUMAN RIGHTS POLICY

Overview

Human Rights are the universal rights that every human being is entitled to and to have protected.

Medica Packaging is committed to respecting and supporting internationally recognised human rights and labour standards and seeks to avoid any involvement in human rights abuses. We support the principles contained within the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights and the International Labour Organisation's (ILO) Declaration on Fundamental Principles and Rights at Work.

This policy applies to our whole business and we expect our suppliers to uphold the principles in this policy and to adopt similar policies within their businesses.

Policy

Respect for human rights

We respect human rights and are committed to identify, prevent and mitigate adverse human rights impacts resulting from, or caused by, our business activities.

Valuing diversity

We are committed to encouraging diversity and creating an environment in which individual difference and the contributions of all employees are recognised and valued. The Company is dedicated to providing equality and fairness for all employees and opposes all forms of unlawful and unfair discrimination or harassment on the grounds of gender, gender reassignment, marriage/civil partnership, race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion or age.

The basis for recruitment, hiring, placement, training, compensation and advancement is qualifications, performance, skills and experience.

We do not tolerate disrespectful or inappropriate behaviour, unfair treatment or retaliation of any kind. These principles apply to our employees and to those we work with (customers and suppliers).

Workplace security

We are committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe and disruptive behaviours and conditions.

Child labour

Medica Packaging prohibits the hiring of anyone under the age of 15 in all circumstances. We also prohibit the hiring of those younger than the legal minimum age for employment (applicable by law) or the age of completion of compulsory education.

Children should not be exploited in any way. Workers under 18 years of age must not work at night or where hazardous work is required. Age verification checks are carried out when hiring people to ensure this policy is upheld.

Community and stakeholder engagement

We recognise the impact on the communities in which we operate and are committed to creating economic opportunity and fostering goodwill within our local area. Stakeholders include, but are not limited to, agents and suppliers, industry associations, Government and local authorities, workers and trade unions.

Work hours, wages and benefits

Medica Packaging compensates employees competitively relative to the industry and local labour market. We operate in full compliance with applicable wage, work hours, overtime and benefits laws.

Freedom of association & collective bargaining

Medica Packaging respects the rights of our employees to join, form or not to join a union without fear or reprisal, intimidation or harassment.

Safe and healthy workplace

We are committed to providing a safe and healthy workplace and comply with health and safety laws, regulations and internal requirements. We are dedicated to maintaining a productive workplace by minimising the risk of accidents, injuries and exposure to health risks. Risk assessments are carried out to identify all hazards associated with our activities. Controls are put in place to contain and mitigate them. It is everyone's responsibility to identify any hazards or unsafe/unacceptable working practices.

Forced labour and human trafficking

Medica Packaging prohibits the use of all forms of forced labour and any form of human trafficking.

Environmental impact

Conserving and protecting the environment is a principle of high importance. We shall seek to avoid methods of operation that give rise to environmental risks where there are suitable alternatives available and shall endeavour, within our remit, to ensure our customers and supply chain strive for environmentally positive options whenever possible.

We shall conserve natural resources and reduce waste generation and contaminants of land, water and air. We shall ensure any remaining waste is disposed of in an environmentally sound manner.

Procedure

Our commitment to human rights means that each of us has a responsibility to speak up about any potential or actual breach of this policy. If you have any questions about this policy, or if you would like to report a potential violation of this policy, you should talk to your manager. If you feel more

comfortable talking to someone else, you should get help and guidance from HR. All reports will be treated in strictest confidence.

We are committed to investigating, addressing and responding to the concerns of employees and to taking appropriate corrective action in response to any violation.

Responsibility

Ultimate responsibility for this policy lies with senior management.

References

Modern Slavery and Human Trafficking Policy
Human Rights – Principles & Impact Assessment
Child Remediation Policy
Equality Policy
Dignity at Work Policy
Health & Safety Policy
Ethics Policy
Environmental Policy
Anti-Bribery Policy

Version Control

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