

## Ethical Trading Policy

Pakall Pty Ltd is committed to conducting business in an ethical, legal, and socially responsible manner. This commitment encompasses suppliers, employees, as well as other third parties with whom we undertake business with.

We are a family business and as such treat our employees as family members. Our employees are so integral to our business that we ensure all are protected and respected. Pakall is an equal opportunity employer. We do not discriminate based on sex, age, or religion. We are very proud of our diverse workforce and this diversity ensures the continuation of our business during all times.

We will act in an ethical manner and comply with statutory and legal requirements, thus promoting good labour and ethical standards in the food packaging industry. We ensure goods are purchased to the standards of ethical and environmental trade practices and incorporating the provision of safe working conditions and the protection of workers.

**Purchasing practices:** We will keep our buying practices under review and ensure that our behaviour supports suppliers in complying with our standards.

**Stakeholder engagement:** We encourage stakeholders to understand their perspectives on the impacts of our supply chain, and we will involve stakeholders in programmes to improve working conditions and respect for human rights.

**Code of conduct:** Pakall is committed to conducting all business in an honest and ethical manner. In accordance with the Bribery Act 2010, we implement our policies and procedures to guard against any illegal behaviour, and act openly in relation to all dealings with customers, employees, suppliers and third parties.

**Employment is freely chosen:** There is no forced or involuntary labour. Employees are free to leave their employment after reasonable notice.

**Working conditions are safe and hygienic:** A safe and hygienic working environment shall be provided. Adequate steps shall be taken to prevent accidents and injury to health arising out of, or occurring in the course of work, by minimising the causes of hazards inherent in the working environments. Workers shall receive regular health and safety training and such training shall be repeated for new or reassigned workers.

**Child labour shall not be used:** We comply with all minimum age requirements and do not engage in child labour. We also ensure our third parties comply with these regulations and confirm they exercise good and safe practices.

**Working hours are not excessive:** Working hours comply with national laws and collective agreements.

**No discrimination is practised:** There is no discrimination in hiring, compensation, access to training, promotion, termination, or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.

**No harsh or inhumane treatment is allowed:** Physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidations shall be prohibited.

**Entitlement to work:** Only workers and agency workers with a legal right to work in the country will be employed.

**Reporting and Action:** Pakall is committed to Ethical Trading standards as detailed in this policy. Employees are encouraged to identify and report all genuine concerns regarding suspected unethical conduct or improper treatment within our supply chain, without fear of reprisal.

This policy forms a part of the organisations quality management principles. The policy is communicated to all relevant parties within the business. It is our commitment to continually improve through monitoring and measuring the resulting objectives of this policy.

Greg Paynter  
General Manager