



Industrial Pack[®]
smart packaging solutions

Sustainable Social and Labor Ethics Practices

Industrial Pack Ltd. is committed to fostering a work environment that upholds the highest ethical standards. This Labor Ethics Policy outlines our expectations, regarding the ethical conduct of all employees. Our goal is to ensure fairness, integrity, and respect within the workplace. We are committed to ensuring fair labor practices and

All employees are entitled to work in an environment where they are treated with respect and dignity. Harassment, discrimination, and bullying are strictly prohibited. We are committed to providing a workplace free from any form of harassment, including sexual harassment, and discrimination based on race, gender, age, religion, sexual orientation, disability, or any other characteristic, protected by law.

We are committed to fair employment practices and protecting human rights throughout our supply chain. We do prohibit any form of unfair labor practices This includes:

- Equal opportunity employment
- Fair wages and benefits
- Reasonable working hours
- Safe and healthy working conditions
- Freedom of association and the right to collective bargaining

Industrial Pack Ltd. strictly prohibits the use of child labor and forced labor in any form.

We adhere to all applicable laws, regarding minimum age for employment and work to ensure that our suppliers and contractors comply with these standards as well.

Employees are expected to conduct themselves ethically in all business dealings.

This includes:

- Honesty and integrity in all actions
- Avoidance of conflicts of interest
- Compliance with all applicable laws and regulations
- Protection of company assets and confidential information

Employees are encouraged to report any violations of this Labor Ethics Policy. Reports can be made to the General Management Department without fear of retaliation. All reports will be investigated promptly and thoroughly, and appropriate action will be taken.

Industrial Pack Ltd. will provide regular training to employees on labor ethics and the importance of maintaining an ethical workplace. This policy will be communicated to all employees and made available in the employee handbook and on the company intranet.

We will regularly monitor our labor practices and review this policy to ensure its effectiveness. Feedback from employees is welcomed and will be considered in the ongoing development of our ethical standards.

Industrial Pack Ltd. is dedicated to maintaining a work environment that promotes ethical behavior and respects the rights and dignity of all employees. By adhering to this Labor Ethics Social Policy, we can ensure a positive and productive workplace for everyone.