

Human Rights Policy

This global Human Rights Policy applies to all W&S Plastics employees, those doing business with, or for, W&S Plastics and others who may act on W&S Plastics' behalf. This policy applies to all W&S Plastics office locations.

Our commitments

We are committed to human rights in the workplace. This commitment includes respecting the dignity and worth of all employees, encouraging all employees to reach their full potential and providing equal opportunities to all employees. We are an equal opportunity employer who recruit, hire, train, promote, compensate and administer all personnel actions without regard to any legally protected status. In addition, we:

- Recognise our responsibilities with regards to workplace health and safety, employee privacy and freedom of association;
- Prohibit the use of forced labour and child labour;
- Do not tolerate any form of harassment or discrimination; and
- Work to ensure compliance with applicable labour and employment laws, including those regulating wages and hours.

We respect international human rights principles. We are committed to the principles outlined in the United Nations Global Compact and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.

We are also committed to a diverse workplace. Our teams are composed of individuals from different geographies, cultures, ethnicities, religions, races, genders, sexual orientations, abilities and generations. We are committed to fostering diversity, inclusion and engagement across all aspects of our business. We are also committed to integrity and operating at the highest ethical standards.

We expect that our suppliers will uphold the same commitment to human rights and diversity as us and if we find that they do not, we will attempt to work with them to implement workplace policies and procedures that bring them to acceptable standards. If they will not participate, or initiate self-improvement programs, we terminate agreements and seek alternative suppliers.

Our shared responsibility

All employees are responsible for ensuring compliance with this policy. Employees are encouraged to raise any concerns with their manager or Human Resources.

We will investigate any alleged violations of this policy and take appropriate corrective action, as necessary. Furthermore, we will regularly monitor our human rights commitments

to ensure that we are continuously promoting human rights within the communities in which we operate.