

Responsible Supply Management

As the W&S Plastics Code of Conduct promotes a culture of citizenship, purpose, and responsibility, the W&S team upholds the same commitment and values from which we approach our work, treat our colleagues, and serve our stakeholders. We hold ourselves accountable to these commitments — such as human rights, environmental stewardship, and ethical behaviours —and we extend the same expectations across our supplier base around the world. Our suppliers are an extension of us, and we expect no less from them as we do from ourselves.

Our Commitment

We strive to conduct our activities in a manner that reflects our Code of Conduct — which includes being a good corporate citizen, dealing fairly in business, behaving ethically, upholding human rights, supporting a safe and healthy workplace, doing business in an environmentally responsible manner, and complying with applicable law. We are committed to ensuring that our supply chain reflects our values and beliefs through our policies, procedures, and best practices.

W&S Plastics Code of Conduct

We require all employees and agents to comply with the W&S Plastics Code of Conduct. We investigate alleged violations of the Code of Conduct and take the appropriate action, up to and including termination for employees, and termination of agreements with contractors.

We train employees who work in supply management on awareness of how their decisions can potentially impact factory working conditions and equip them with the necessary knowledge of the importance of positive factory labour practices. This is fundamental to fully integrating labour compliance and social responsibility into all purchasing decisions, and building a socially and environmentally responsible supply chain.

Global Supply Standards

Our relationships with suppliers are based on lawful, efficient, and fair practices. W&S expects our suppliers and contractors to:

- Abide by applicable laws, rules, and regulations of the countries in which they operate
- Uphold the human rights of workers and treat them with dignity and respect
- Ensure a safe and healthy working environment
- Practice social and environmental responsibility
- Demonstrate the highest standards of business ethics

W&S reserves the right to discontinue business relationships with suppliers that fail to conduct business in a legal, responsible, and ethical manner.

Global Human Rights and Labour Standards Policy

W&S aims to be a positive social presence in every community where we work. We promote basic human rights by following applicable local labour laws and we do not allow child or forced labour by our Company, vendors, or suppliers. We also follow all applicable wage and hour laws, including minimum wages, overtime, and maximum hour rules.

Policy on Gifts

W&S Plastics employees may not accept gifts from persons or entities that deal with the Company if the gift is more than modest in value, or if acceptance of the gift could create the appearance of a conflict of interest.