

HUMAN RIGHTS POLICY

The Human Rights Policy formalizes our commitment to respect and uphold human rights for people affected by our operations, business relationships, supply chain and products. Hartmann Packaging (M) Sdn. Bhd. is guided by the principles as expressed in the UN Universal Declaration of Human Rights and in the International Labour Organization's (ILO) Declaration of Fundamental Principles and Rights at work. The policy applies to all operations within the direct control of Hartmann Packaging (M) Sdn. Bhd., including suppliers and subcontractors acting on our behalf and we shall work towards implementing the policy proportionately and appropriately in our supply chain.

We are guided and governed by our commitment to:

a) Non-discrimination

We support diversity and employment equity. We offer equal employment opportunity without regard to any distinctions based on age, gender, sexual orientation, disability, race, aboriginal status, religion, citizenship, marital status, family situation, country or other analogous grounds, in accordance with the laws and regulations of each country where we do business.

b) Health & Safety

We are dedicated to providing a safe environment and encouraging safe behaviors in all of our facilities and operations. We work to protect our employees and contractors from occupational illness and work-related accidents, and to promote their health and well-being.

c) Fair Employment Conditions

We operate in full compliance with applicable wage, work hours, overtime and benefits laws. We provide recognition based on performance and contribution to the success of the Company.

d) Child Labour

We do not support and will not engage in the use of child labour at any of our operations. In this respect, we abide all applicable laws in the countries where we operate. Our business partners are required to not use child labour.

e) Forced Labour and Human Trafficking

We do not support and prohibit to use forced labour and bonded labour, slavery and human trafficking at any of our operations.

f) Minimum Wage, Hours and Benefits

We are committed to compensating our employees competitively relative to the industry and local labor market. We operate in full compliance with applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits. Working hours for our employees shall be limited to what is permitted by local laws.

g) Freedom of Association

We recognise, and expects its business partners to recognize, the principles of freedom of association and the right to collective bargaining as they exist under applicable laws in the countries where we operate.

h) Respect and Dignity

We are committed to training all employees fairly, ethically, respectfully, and with dignity. We strive to protect our employees from harassment, bullying and victimization in the workplace, including all forms of sexual, physical and psychological abuse.

i) Privacy/ Data Protection

We respect the confidentiality of our employees' personal information and treat all personal data with integrity.

j) Community Rights

We recognise and respect the legal and customary rights of local communities and indigenous people, as well as the need to protect the basic human rights of marginalized groups, including refugees and persons of different abilities.