

<b>NICE-PAK INTERNATIONAL</b>	Number MAN 27	Revision Original
	Effective Date 30/10/2015	Page 1 of 1
<b>POLICY</b>	Prepared by <i>D. Marcher</i>	Approved by <i>[Signature]</i>
	SUBJECT: <b><u>Social Compliance Policy</u></b>	

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Our overall guiding principle is simple – act responsibly and ethically by focusing on a core group of values, that define the scope of our social accountability. This approach applies to both our role as an employer and as a customer when sourcing suppliers. As we qualify measure and evaluate all of our suppliers, we must apply these values to all new and current relationships. These values have been devised in consideration of the Ethical Trading Initiative (ETI) Base Code, the Fundamental Conventions of the International Labour Organisation (ILO), national and international laws. It is our belief that applying these values in all aspects of our business operations is essential to our long-term business success.

Values concerning:-

**Child and Forced Labour (Slavery)**

We do not condone or use any form of forced labour, including indentured, prison, bonded or slave labour . Nor do we use any form of child labour. We comply with all minimum age provisions of local laws. Furthermore, physical or verbal harassment or abuse to discipline employees is not tolerated.

**Freedom of Association and Collective bargaining**

We respect employee’s rights to freedom of association. We also recognise that collective consultation within a workplace is to be encouraged, either via the establishment of a workers council or via a legally recognised union.

**Discrimination**

Our employment practices prohibit discrimination on the basis of legally-protected characteristics (age, nationality, race, religion, social or ethnic orientation, gender or disability). This extends to recruitment, hiring, placement, training, compensation, treatment and advancement of employees.

**Workplace conditions**

We provide a safe, healthy and secure workplace for all employees. Proper sanitation, lighting ventilation and fire safety protection are provided.

**Wages, benefits and working hours**

We will compensate employees relative to the industry and or local labour market. We will operate in full compliance with local wage/hours and benefits laws e.g. working time directive, minimum wage legislation.

Michael Staton  
Chief Executive