



The Cardboard Box Company Ltd  
**Ethical Standards Labour Values Policy**

The company is committed to ensuring the highest standards within the supply chain, including clients, workers, contractors, and suppliers and to continuously work to further improve. We will only work with reputable suppliers and manufacturers who are committed to working towards compliance with the conditions set out in this code.

It is company policy to ensure that a good environment is created for its employees and that practices are in place to ensure that:

- The company shall not use child labour.
- The company shall eliminate all forms of forced and compulsory labour.
- The company shall ensure that there is no discrimination in employment and occupation.
- The company shall respect freedom of association and the effective right to collective bargaining.

**1. Employment is freely chosen**

- There is no forced, bonded or involuntary prison labour.
- Workers are not required to lodge "deposits" or their identity papers and are free to leave in accordance with the terms set out in their contract.

**2. Freedom of Association and The Right to Collective Bargaining Are Respected**

- Workers, without distinction, have the right to join or form trade unions of their own choosing and to bargain collectively.
- The company has an open attitude towards the activities of trade unions.
- Worker's representatives are not discriminated against and have access to carry out their representative functions in the workplace.
- Where the right to freedom of association and collective bargaining is restricted under law, we will facilitate, and not hinder, the development of parallel means for independent and free association and bargaining.

**3. Working Conditions Are Safe and Hygienic**

- A safe and hygienic working environment shall be provided, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Adequate steps will be taken to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work, by minimising, so far as is reasonably practicable, the causes of hazards inherent in the working environment.
- Workers shall receive regular and recorded health and safety training, and such training will be repeated for new or reassigned workers.
- Access to clean sanitary facilities and food storage shall be provided.
- Senior management will be responsible for health and safety.

**4. Child Labour**

- There will be no new recruitment of child labour.
- Children and young persons under 18 shall not be employed at night or in hazardous conditions.

- The policies and procedures relating to the employment of children shall conform to the provisions of the relevant ILO standards.

### **5. Living Wages Are Paid**

- Wages and benefits paid for a standard working week meet, at a minimum, national legal standard.
- All workers are provided with written and understandable information about their employment conditions in respect of wages before they enter employment and about the particulars of their wages for the pay period concerned each time that they are paid.
- Deductions from wages as a disciplinary measure will not be permitted nor will any deductions from wages not provided for by national law be permitted without the expressed permission of the worker concerned.

### **6. Working Hours Are Not Excessive**

- Working hours comply with national laws and benchmark industry standards, which ever affords greater protection.
- Workers will not be required to work excess hours.  
Overtime is voluntary and additional payment will be made.

### **7. No Discrimination is Practised**

- There is no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.

### **8. Regular Employment**

- To every extent possible work performed must be on the basis of recognised employment relationship established through national law and practice.
- Obligations to employees under labour or social security laws and regulations arising from the regular employment relationship shall not be avoided through the use of labour-only contracting, sub- contracting, or home-working arrangements, or through apprenticeship schemes where there is no real intent to impart skills or provide regular employment, nor shall any such obligations be avoided through the excessive use of fixed- term contracts of employment.

### **9. No Harsh or Inhumane Treatment is Allowed**

- Physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation is prohibited.

### **Definitions**

- Child - Any person less than 16 years of age unless local minimum age law stipulates a higher age for work or mandatory schooling, in which case the higher age shall apply.
- Young person - Any worker over the age of a child as defined above and under the age of 18.
- Child Labour - Any work by a child or young person younger than the age(s) specified in the above definitions which does not comply with the provisions of the relevant ILO standards, and any work that is likely to be hazardous or to interfere with the child's or young person's education, or to be harmful to the child's or young person's health or physical, mental, spiritual, moral or social development. The provisions of this code constitute minimum and not maximum standards, and this policy should not be used to prevent companies from exceeding these standards. Companies applying this code are expected to comply with national and other applicable law.

Daniel Johnston **Managing Director**

Date: 31<sup>st</sup> January 2026

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