

pladis Human Rights Policy

1. Scope

At pladis, we are committed to contributing to economic, environmental and social sustainability which includes respecting human rights in all our activities. We strive to provide a work environment that respects human rights in accordance with international standards, where employees can develop themselves, express their opinions freely and will not be exposed to discrimination.

pladis' human rights Policy (Policy) is based on The Universal Declaration of Human Rights, The United Nations (UN) Global Compact, The UN Convention on the Rights of the Child, International Labour Organization (ILO) Conventions, OECD Guidelines for Multinational Corporations, UN Guiding Principles on Business and Human Rights and national laws.

This policy sets out the principles of responsibility for human rights in pladis' activities and business relations and should be read alongside our pladis Code of Conduct. This policy outlines the minimum human rights standards we require our colleagues, and all pladis' business partners, including suppliers and subcontractors, to comply with..

2. Fundamental principles

- 2.1 We respect fundamental human rights defined in the UN Universal Declaration of Human Rights and carry out our activities in line with these articles.
- 2.2 We comply with the principles of non-discrimination, elimination of child labour and forced labour, rights to collective bargaining and freedom of association, laid down in the ILO Declaration on Fundamental Principles and Rights at Work.
- 2.3 We respect and practice the rights recognized by law in the countries of operation.
- 2.4 We do not get involved in initiatives that could result in crime or infringement of rights in the countries we operate in, and we expect our managers and employees to comply with this.
- 2.5 We do not discriminate based on gender, ethnicity, religion, race, nationality, age, physical capacity, sexual orientation, marital status, union membership, political opinion, and we also do not tolerate discrimination in processes such as recruitment, compensation, training and promotion. We manage these processes with transparency and fairness.
- 2.6 Within the legal framework and regulations, we support our employees' rights of freedom of association, assembly, and collective bargaining, and we respect freedom of expression. We do not subject our employees who exercise these rights to any

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form of discrimination.

- 2.7 The "zero incident" goal is the foundation of our occupational health and safety approach. We are committed to providing a safe working environment for our business partners and employees; we take all the necessary precautions to ensure that our employees have the necessary knowledge and equipment in scope of Occupational Health and Safety Legislation.
- 2.8 We are committed to providing all our employees a safe work environment free from all kinds of ill-treatment and harassment. We encourage our employees to report any such situation using their right to freedom of expression.
- 2.9 We comply with the working hours and overtime provisions as determined by applicable laws and regulations in the countries of operation.
- 2.10 We provide workers with a compensation package that meets or exceeds the country legal minimum standards and compensation terms established by legally binding collective bargaining agreements.
- 2.11 We adopt and adhere to policies that respect permanent and temporary workers as well as outsourced workers and, at a minimum, safeguard their rights under their employment contract, local, national labour and social security laws and regulations, and applicable collective agreements.
- 2.12 We have hiring policies, procedures and trained staff in place to ensure that workers enter into employment freely and equally and that they are never prevented from leaving.
- 2.13 We respect the rights of local communities in the regions or countries where we operate.

3. Fundamental principles

- 3.1 We develop formal and informal grievance mechanisms to identify and address infringements of rights.
- 3.2 We strive to assess the impact of our activities on our stakeholders and carry out regular assessments consistent with the Guiding Principles on Business and Human Rights of the United Nations¹ to identify and mitigate potential human rights risks that may arise through our activities. We will undertake appropriate initiatives and potentially legal actions, if that supplier fails to comply with this Policy or recommended remedial measures.

¹ See the 'Human Rights Due Diligence' chapter under the 'Corporate Responsibility to Respect Human Rights' section of the 'Guiding Principles on Business and Human Rights' of the United Nations 'Protect, Respect and Remedy' framework (https://www.ohchr.org/Documents/Publications/GuidingPrinciplesBusinessHR_EN.pdf).

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4. Expectations of our stakeholders

- 4.1 Our managers, employees and those acting on behalf of pladis are required to comply with the Policy and to report any potential violations through their line manager or associated managers and/or notify through relevant company grievance channels. Section 6 details how this is to be done.
- 4.2 All suppliers and subcontractors to pladis must confirm that all their activities comply with the provisions of this human rights Policy, by signing it before any commercial relationship for any products or services can begin.
- 4.3 Where products or services are supplied or carried out by a sub supplier or outsourced company, the supplier to pladis will ensure that these provisions are also applied. In signing this policy, suppliers to pladis confirm that they undertake due diligence with those sub suppliers both before agreeing to commence commercial relationships as well as on an ongoing basis.

5. Review and implementation of this policy

pladis' Chief Human Resources Officer as well as Chief Procurement Officer are responsible for implementing and communicating this Policy to employees and suppliers, respectively.

6. Channels for reporting on breaches

- 6.1 Suppliers and subcontractors are expected to have channels in place for their employees to report suspected human rights breaches.
- 6.2 Suppliers/subcontractors, their employees, or contractors may also report actual or suspected breaches of this Policy to the pladis ethics hotline. Contact details can be found at pladisethicshotline.ethicspoint.com. Reports can be submitted confidentially and anonymously (where permitted by law).

Announced on September 1, 2020

Signed by:

Salman Amin
CEO, pladis

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7. Statement of Acceptance (Supplier and subcontractor)

This is to certify that I have fully read and understand pladis' human rights Policy. As an authorized representative of my company, I hereby commit myself and my company to serve this Policy and to progress towards full compliance with all of its principles.

Supplier/Subcontractor: _____

Address: _____

Representative: _____

Signature: _____

Date: _____