

6.15 Corporate Social Responsibility Policy

We are committed to promoting protection of the environment: supporting charities and local communities; promoting equal opportunities; ensuring safe and efficient working practices; and working with customers/suppliers who uphold similar values.

People

Industry skills and experience are key to a successful business and here at Rigid Containers Ltd. We are proud to be known as a true family business, retaining corrugated skills generation after generation. The development of future talent is fundamental to Rigid Containers Ltd. New apprenticeship schemes and graduate recruitment schemes have been introduced within the business including the opportunity to achieve recognised professional qualifications.

We have a commitment to keeping employees informed of Rigid Group's affairs through newsletters, staff meetings and the Intranet. Employees are encouraged to discuss operational issues with their line management and to suggest ways to improve performance and efficiency.

For our employees we will ensure that we will:

- Respect the rights and dignity of every employee and treat them fairly and without discrimination;
- Provide clear and fair terms of employment;
- Provide clean, healthy and safe working conditions;
- Have a fair remuneration policy wherever we operate;
- Encourage team working and the sharing of knowledge throughout the organisation;
- Recognise employees individual and team contribution and reward them Appropriately;
- Encourage employees to develop skills and progress in their careers;
- Strive for equal opportunities for all present and potential employees;
- Ensure all staff are aware of all our policies and procedure;
- Encouraging a harmonious working environment with zero tolerance to bullying or to any form of harassment linked to an individual's sex or other personal beliefs and/ or characteristics;
- Forbid, eliminate and not be complicit in the use of forced or child labour.

Equal Opportunities

We are committed to a policy of equal opportunities and diversity in employment and recognise that this is essential to ensuring the success and growth of the organisation. To this end, we make every effort to select, recruit, train and promote the best candidates based on suitability for the job; to treat all employees and applicants fairly, regardless of race, sex, marital status, age, nationality, ethnic origin, religious belief, sexual orientation or disability and to ensure that no employee suffers harassment or intimidation.

Human Rights

We aim to identify, assess and manage human rights risks within the Rigid Group, working firstly to avoid or mitigate them and then see to remedy any actual or potential impacts.

Ensuring that appropriate mechanisms are in place for those affected by our operations to raise grievances.

Environment

Rigid recognises that its manufacturing processes have an impact on the environment in terms of raw materials used, waste generated and emissions to water and air. Due to this we have made conscious effort to put in place policies and procedures to minimise these effects.

Health, Safety and Welfare at work

The health, safety, welfare and wellbeing of the employees is of paramount importance to Rigid Containers Ltd. It is our policy to create and improve standards of Health and Safety, which will lead to avoidance and reduction of risks and to ensure that the company complies with all Health and Safety legislation. A detailed Health and Safety Policy Statement is held at each site and is issued in all New Starter Packs. All new starters all receive an induction on their first day.

We actively make every reasonable and practicable effort to provide safe and healthy working conditions in all its offices. It is the duty of all employees to exercise responsibility and to do everything they can to prevent injury to themselves and to others. The policy standards and procedures are communicated to employees through contracts of employment, staff handbooks, bulletins and notice boards and staff training as appropriate.

Employees throughout the Group are eligible to participate in a range of lifestyle and wellbeing benefits, including:

- Health Cash Plan Scheme
- Cycle to Work Scheme
- Computer Scheme
- Occupational Health Surveillance
- Workplace Charitable Giving through Payroll
- Childcare Voucher Scheme

Responsibility for compliance with Rigid Containers Ltd.'s CSR policy and standards lies with the Managing Director, managers and their staff.

6.16 Anti-Slavery and Human Trafficking Policy

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced or compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. We have a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015. We expect the same high standards from all of our contractors, suppliers and other business partners, and as part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards.

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives and business partners.

This policy does not form part of any employee's contract of employment and we may amend it at any time.

RESPONSIBILITY FOR THE POLICY

The board of directors has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it.

The Group HR Manager has primary and day-to-day responsibility for implementing this policy, monitoring its use and effectiveness, dealing with any queries about it, and auditing internal control systems and procedures to ensure they are effective in countering modern slavery.

Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate and regular training on it and the issue of modern slavery in supply chains.

You are invited to comment on this policy and suggest ways in which it might be improved. Comments, suggestions and queries are encouraged and should be addressed to the compliance manager Jane Lawson, Group HR Manager. 01536 764010

janelawson@rigid.co.uk

COMPLIANCE WITH THE POLICY

You must ensure that you read, understand and comply with this policy.

The prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for us or under our control. You are required to avoid any activity that might lead to, or suggest, a breach of this policy.

You must notify your HR Department as soon as possible if you believe or suspect that a conflict with this policy has occurred, or may occur in the future.

You are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of our business or supply chains of any supplier tier at the earliest possible stage.

If you believe or suspect a breach of this policy has occurred or that it may occur you must inform your Line Manager or HR Department as soon as possible. [You should note that where appropriate, and with the welfare and safety of local workers as a priority, we will give support and guidance to our suppliers to help them address coercive, abusive and exploitative work practices in their own business and supply chains.]

If you are unsure about whether a particular act, the treatment of workers more generally, or their working conditions within any tier of our supply chains constitutes any of the various forms of modern slavery, raise it with your Line Manager or HR department.

We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our own business or in any of our supply chains. Detrimental treatment includes dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a concern. If you believe that you have suffered any such treatment, you should inform the compliance manager immediately. If the matter is not remedied, and you are an employee, you should raise it formally using our Grievance Procedure in your Company Handbook.

COMMUNICATION AND AWARENESS OF THIS POLICY

Training on this policy, and on the risk our business faces from modern slavery in its supply chains, will be provided as necessary

Our zero-tolerance approach to modern slavery must be communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

BREACHES OF THIS POLICY

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.

We may terminate our relationship with other individuals and organisations working on our behalf if they breach this policy.