

MOLD-TEK PACKAGING LIMITED

HUMAN RIGHTS POLICY

1. Introduction

Mold-Tek Packaging Limited (MTPL) is committed to the highest standards of business and ethical behaviour including compliance with all applicable laws and regulations, as well as company policies, practices and procedures.

MTPL respects Human Rights as established in the Universal Declaration on Human Rights and the International Labour Organisation's Core Conventions. In line with the UN Guiding Principles on Business and Human Rights, MTPL recognises the corporate responsibility to respect these. Furthermore, our efforts include on-going robust engagement with our business and major supply chain partners to mitigate potential human rights impacts beyond our direct control. Our support of recognised Human Rights is consistent with our dedication to enriching our workplace, partnering with our supply chain, preserving the environment and supporting the communities where we operate.

2. Policy Objectives

The objective is to provide an overview of expectations for employees and business partners.

In addition, the Human Rights policy exists to:

- i. Inform employees, business partners and customers of MTPL's commitment to human rights.
- ii. Maintain high ethical standards.
- iii. Contribute to the realisation of human rights globally.

3. Policy Scope

The Human Rights Policy applies to all employees worldwide, anyone doing business for or with MTPL and others acting on MTPL's behalf. This applies to all locations where MTPL conducts business and to all company-sponsored events.

4. Definitions

Human rights are basic rights inherent to all human beings, regardless of nationality, place of residence, sex, sexual orientation, national or ethnic origin, colour, religion, language, or any other status.

5. Addressing Human Rights Impacts

We recognise that we must take steps to identify and address any actual or potential adverse impacts with which we may be involved whether directly or indirectly through our own activities or our business relationships. We manage these risks by integrating the responses to our due diligence into our policies and internal systems, acting on the findings, tracking our actions, and communicating with our stakeholders about how we address impacts.

We understand that human rights due diligence is an ongoing process that requires particular attention at certain stages in our business activities, such as when we form new partnerships or our operating conditions change, as these changes may create new potential or actual impacts on human rights.

We recognise the importance of dialogue with our employees, workers and external stakeholders who are or could potentially be affected by our actions. We pay particular attention to individuals or groups who may be at greater risk of negative human rights impacts due to their vulnerability or marginalisation and recognise that women and men may face different risks.

6. Compliance

Employees and suppliers are expected to comply with this and all applicable MTPL policies. Violation of this policy or the refusal to cooperate will result in disciplinary action, up to and including termination and referral to the appropriate authorities, where we have sound reason to believe that our partner organisations infringe Human Rights we reserve the right to cease those relationships as warranted.

Specific to this policy, employees and suppliers are expected to:

- i. Never infringe on human rights.
- ii. Be alert to any evidence of human rights infringements in our direct operations or in the operations of our business partners and report any situation in which a human rights infringement is suspected.

For Mold-Tek Packaging Limited

Sd/-

J Lakshmana Rao

Chairman & Managing Director
