



Labour and Human Rights Policy

November 2021

1. Introduction

Allpack is a trusted leader providing services of pharmaceutical packaging. To ensure a level of trust among the organization and our stakeholders, we are committed to our most important resource, our employees and to manage our social impacts in a responsible way. The employment by allpack is in compliance with all applicable laws and regulations. This policy provides a more detailed explanation of our principles and rules. It describes what we and our employees expect from us. It is essential that the objectives set out in this policy have to be applied in allpack's operation.

2. Rules and Principles

2.1. Employee Health and Safety

We are committed to all applicable health and safety laws and regulations by creating a safe and healthy working environment for our employees. With safety information related to hazardous materials and education, we protect our employees from potential hazards. Our aim is to reduce the impact of any emergency with suitable emergency plans and procedures.

2.2. Discrimination and Harassment

We do not tolerate discrimination based on characteristics such as age, gender, race, ethnic background, sexual orientation, national origin or religious beliefs. We also do not tolerate sexual harassment, sexual abuse, or physical and verbal abuse. Discrimination and harassment are matters which are investigated and result in disciplinary action.

2.3. Working Conditions

We are committed to uphold the human rights of our employees and create a good working environment. Our employees are treated with respect, fairness and dignity. We expect from our employees to meet each other with friendliness, openness and respect. We comply to applicable wage laws, including minimum wages, overtime and mandated benefits.

2.4. Career Management and Training

We base employment decisions on merit, considering qualifications, skills and achievements. For further education, we check employees individually on their qualifications and support them to reach their aims. We motivate our employees to develop skills and knowledge and to take more responsibilities. Trainings related to relevant business procedures are provided by allpack.

3. Implementation

This policy is applicable to all employees of allpack, and is to be shared publicly for all stakeholders to view. We provide our employees with the education, skills and training to adhere to the policy. We verify adherence through internal and external audits and we encourage employees to report to management any behaviour inconsistent with this policy. With the signing of the employment contract and staff regulation employees of allpack commit themselves to respect rules and principles set by allpack. The policy will be reviewed periodically.