



Human Rights Policy Statement

At Nice-Pak, we believe that human rights are fundamental. Human rights are a requirement that align with our core values of Teamwork, Integrity, Excellence, and Safety. Our commitment to human rights is rooted in our adherence to international best practices, including the [Ethical Trading Initiative Base Code](#), [UN Guiding Principles on Human Rights](#), our [Code of Ethics Business and Conduct Policy](#), and [our Discrimination & Harassment Prevention Policy](#).

We believe that, to be truly sustainable, our operations must be socially responsible, benefiting not only our team members but also the wider community—including suppliers, contractors, and temporary workers. As a health and wellness company, we are particularly aware of and recognize our responsibility to respect the human rights of our employees, contractors, agents, and promote these practices within our broader sphere of influence.

In our approach to human rights, we comply with pertinent international laws, as well as federal, state, and local laws applicable in the communities in which we operate. In situations where laws differ, we seek to follow the higher standard.

Human Rights in the Workplace and Labor Practices

Nice-Pak is committed to fostering a working environment that respects the dignity, rights, and welfare of all individuals. It is our policy to comply with all applicable labor laws in the countries in which we operate, and we expect the same from our suppliers, contractors, agents, and any other intermediaries with whom we partner.

1. **Non-Discrimination and Fair Treatment**

We are committed to creating a workplace that is free from violence, discrimination, and harassment. We do not tolerate physical abuse, mental or physical coercion, verbal abuse, or any harsh or inhumane treatment. All team members are treated with dignity and respect, ensuring equal opportunities for all. We encourage regular input through surveys and town-hall style events.

2. **Safe and Healthy Working Conditions**

We are committed to providing a safe and health-promoting workplace for all team members. We meet or exceed all relevant federal, state, and local laws through best practices. This includes proper safety measures, equipment, hygiene and



sanitation access, lighting, ventilation, fire safety, and training to protect our employees. Learn more in our [Safety Commitment](#).

3. Freedom of Association and Collective Bargaining

We respect the rights of our employees to freely associate with anyone they choose and support constructive dialogue between our employees and their chosen representatives. We uphold the right of employees to engage in collective bargaining without fear of retaliation or discrimination.

4. Voluntary Employment

Employment is freely chosen at Nice-Pak, our suppliers and agents. Employees are free to leave with or without notice and without penalty or threat of penalty. We will not tolerate forced labor of any kind.

5. Child Labor and Minimum Age

We comply with local laws concerning the minimum age for employment. No child labor is permitted. Specifically, all team members will be of legal working age at all of our facilities.

6. Fair Wages and Benefits

We ensure that compensation for our employees meets or exceeds the legally required minimum wage. Additionally, we are committed to providing competitive salaries and wages in the markets in which we operate.

7. Work-Life Balance and Working Hours

We respect work-life balance and schedule working hours to accommodate recovery time, in accordance with laws regarding overtime and overtime compensation. We ensure that all working hours comply with legal requirements. We aim to provide workers with adequate advance notice of overtime shifts. We provide at least one day off in a seven-day work period and encourage workers to take this time.

8. Human Trafficking and Forced Labor

We strictly prohibit human trafficking in any form, including debt bonded, indentured servitude, prison labor, or forced labor. We will not knowingly engage with organizations or individuals who participate in or support human trafficking or forced labor.

9. Responsible Recruitment Job applicants do not pay recruitment or other fees in order to gain employment at Nice-Pak. Hiring firms/agencies may not require recruitment fees and must disclose all employment terms to workers. We will not tolerate restrictions on freedom of movement or retention of identity documents.

10. Ethical Behavior: All workers and management are expected to follow the law, act with honesty and integrity, and to abide by our [Code of Business Ethics](#) which outlines appropriate conduct, respect for the environment and ethical business practices. Our Suppliers are expected to follow our [Supplier Code of Conduct](#).



Governance and Grievance Reporting Mechanism

To ensure that our commitment to human rights is fully understood and implemented across all aspects of our operations, we will educate our employees, suppliers, contractors, agents, and any other intermediaries on our Human Rights Policy. We will regularly review and update this policy to address any gaps and ensure continued compliance with global standards.

We encourage employees, suppliers, contractors, and other stakeholders to report any violations of this policy, our Code of Ethics Business and Conduct Policy, or our Discrimination and Harassment Prevention Policy. Reports can be made to local leadership, human resources, or anonymously through the following channels:

- Compliance hotline (English): 844-640-0004
- Compliance hotline (Spanish): 800-216-1288
- Website: <https://report.syntrio.com/nicepak>
- Email: reports@lighthouse-services.com

All reports will be investigated thoroughly, and we guarantee that there will be no retaliation for individuals who report violations in good faith.

At Nice-Pak, we are dedicated to human rights both within our company and across our supply chain including our employees, suppliers, contractors, and others with whom we engage. We expect any violations of human rights to be reported via the grievance reporting mechanism. Our commitment to ethical and socially responsible business practices is central to our core values, and we are dedicated to reviewing our policies and practices periodically to ensure we are meeting the highest standards throughout our supply chain.

A blue ink signature of Gary Giles, CEO.

Gary Giles, CEO