

## **Human Rights Policy Statement**

At Nice-Pak, we believe respect for human rights is fundamental and aligns with our core values of Teamwork, Integrity, Excellence, and Safety. Our commitment to human rights is informed by recognized international frameworks and best practices, including the Ethical Trading Initiative (ETI) Base Code and the UN Guiding Principles on Business and Human Rights, as well as our internal policies, including our Code of Ethics and Business Conduct and our Discrimination and Harassment Prevention Policy.

We believe our operations should be socially responsible and support the wellbeing of our employees and the communities in which we operate. We also recognize our responsibility to respect the human rights of contractors, temporary workers, and others who support our business, and to promote responsible practices within our supply chain.

We comply with applicable international, federal, state, and local laws in the jurisdictions where we operate. Where legal requirements differ, we seek to meet the most protective standard that is practicable and consistent with applicable law. Where requirements conflict, we comply with applicable law while working to uphold our commitment to respect human rights.

### **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. We comply with applicable labor laws in the countries where we operate, and we expect our suppliers, contractors, agents, and other intermediaries with whom we partner to do the same.

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

We are committed to maintaining a workplace free from violence, discrimination, and harassment. We do not tolerate corporal punishment, mental or physical coercion, verbal abuse, or other harsh or inhumane treatment. We treat employees with dignity and respect and support equal employment opportunities. We encourage employee feedback through appropriate channels, including surveys and town hall style meetings.

#### **2. Safe and Healthy Working Conditions**

We are committed to providing a safe and health-promoting workplace for all employees. We seek to meet or exceed applicable health and safety laws and implement safety practices designed to prevent injuries and illnesses. This includes appropriate safety measures, equipment, training, hygiene and sanitation access, lighting, ventilation, and fire safety controls.

#### **3. Freedom of Association and Collective Bargaining**

We respect the rights of employees to freely associate with lawful organizations of their choosing and support constructive dialogue between employees and their chosen representatives. Where permitted by law, we respect the right of employees to engage in collective bargaining without retaliation or discrimination.

#### **4. Voluntary Employment**

Employment is freely chosen at Nice-Pak. We do not tolerate forced labor of any kind. Employees are free to leave employment in accordance with applicable law and company policy, without coercion or threat of penalty.

#### **5. Child Labor and Minimum Age**

We comply with local laws concerning the minimum age for employment and do not permit child labor. We do not employ anyone below the applicable legal minimum working age. We prohibit anyone under the age of 18 from performing hazardous work and apply additional protections for young workers where required by law.

#### **6. Fair Wages and Benefits**

We ensure compensation for employees meets or exceeds applicable minimum wage requirements and provide benefits as required by law. We strive to offer competitive total compensation in light of local market conditions and business requirements.

#### **7. Work-Life Balance and Working Hours**

We schedule working hours in accordance with applicable laws regarding working time, rest, overtime, and overtime compensation. We seek to provide reasonable advance notice of overtime shifts where practicable and encourage employees to use rest days and accrued leave in accordance with policy.

#### **8. Human Trafficking and Forced Labor**

We prohibit human trafficking in any form, including debt bondage, indentured labor, prison labor, or other forced labor. We do not knowingly engage with organizations or individuals who participate in or support human trafficking or forced labor.

#### **9. Responsible Recruitment**

We expect recruitment to be conducted ethically and in compliance with applicable law. We prohibit practices that restrict freedom of movement or involve retention of identity documents. We expect employment terms to be disclosed to workers in a manner they understand. Where recruitment fees are prohibited by law or our contractual requirements, we expect recruiters and agencies to ensure workers are not charged such fees. If we become aware of fees improperly charged to workers, we will work with the relevant parties to remediate the issue, including reimbursement where appropriate.

#### **10. Ethical Behavior**

All employees and management are expected to follow the law, act with honesty and integrity, and comply with our Code of Ethics and Business Conduct. Suppliers are expected to comply with our Supplier Code of Conduct and applicable laws.

#### **11. Governance and Grievance Reporting Mechanism**

To support implementation of this commitment, we communicate this policy to employees and, as appropriate, to relevant suppliers, contractors, and other business

partners. We periodically review this policy and related procedures and update them as needed.

We encourage employees, suppliers, contractors, and other stakeholders to report concerns regarding potential violations of this policy, our Code of Ethics and Business Conduct, 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): 844-759-0031
- Website: [emprisegroup.ethicspoint.com](http://emprisegroup.ethicspoint.com)

All reports are investigated appropriately, and we prohibit retaliation against any individual who reports concerns in good faith.

At Nice-Pak, we are committed to respecting human rights within our company and across our supply chain. We expect concerns to be raised through the grievance mechanism so they can be addressed promptly and responsibly.

*Richard R. Koulouris*

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