



MASTER PLASTICS GROUP

**CODE OF CONDUCT AND
BUSINESS ETHICS POLICY**



Introduction to the Master Plastics Code of Conduct and Business Ethics Policy

TO ALL MASTER PLASTICS EMPLOYEES

We are proud to introduce the updated Master Plastics Code of Conduct and Business Ethics Policy (the “Code”). As the landscape around Master Plastics (“Master Plastics” or the “Company”) continues to change, it is essential for us as a Company to consider and ensure that our Code remains aligned and fairly reflects the core principles and values of our ever-evolving business.

At Master Plastics we believe that INTEGRITY, HONESTY, RESPECT and ACCOUNTABILITY are cornerstones to our success. We are committed to fostering a culture where ethical behaviour and practices is not only expected, but embraced, at every level of our Company.

Our Code serves as a compass, guiding our actions and decisions in pursuit of our business objectives. It outlines the standards of behaviour that we expect from all our employees, regardless of their position or role within the Company. By adhering to these principles, we uphold our reputation as a trusted partner, employer and corporate citizen.

As we navigate the complexities of the modern business landscape, it is imperative that we remain steadfast in our commitment to ethical conduct. Our reputation is our most valuable asset and it is incumbent upon each of us to safeguard it through our actions and decisions.

We urge every member of our team to familiarise themselves with our Code, fully understand the behaviours expected from them and to integrate these principles into their daily activities. As confirmation, all Employees will be required to sign the attached compliance certificate (Form 5), which will be kept on their personal files.

Master Plastics views the failure to comply with, or acting in contravention of, the Code as a serious matter and a serious breach of an Employee’s duties towards the Company and will, if so required, seek disciplinary and/or legal action as appropriate in the circumstances.

Together, we will uphold the highest standards of integrity and ethics, ensuring long-term success and sustainability for our organisation, our employees and stakeholders.

We thank you for your ongoing dedication to Master Plastics and for your commitment to ethical conduct.




Master Plastics (Proprietary) Limited	
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Authorised Person	Name	Date	Signature
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Code of Conduct and Business Ethics

1. PURPOSE:

Master Plastics (Pty) Limited, its subsidiaries and affiliates (collectively, “**Master Plastics**” or the “**Company**”) is committed to conducting business fairly & honestly and in accordance with our stated values.

The purpose of this, the Master Plastics Code of Conduct and Business Ethics (the “**Code**”), is to:

- establish guidelines and principles for behaviour within the Company;
- outline acceptable and unacceptable behaviours;
- promote a positive work culture;
- promote ethical business decisions;
- establish the importance of exercising sound, ethical judgment;
- provide a framework for resolving ethical dilemmas;
- ensure legal compliance;
- build trust with stakeholders by demonstrating a commitment to integrity and responsibility; and
- to recognise and communicate the values we wish to share with all our stakeholders.

2. SCOPE:

The Code will apply to all Master Plastics locations and employees, whether permanent, temporary, contracted or engaged on an agency basis (“**Employees**”). We will strive to ensure that our suppliers, customers and other business partners also adhere to the ethical standards outlined in this Code.

The Code cannot be expected to address every situation that may be encountered or every law that may have to be complied with. The Code serves as a guide to help the Company and its Employees make the right decisions, and in those situations where the course of action seems unclear, the Code will serve to provide guidance on additional steps to be taken to gain clarity and make the right decision.

Any waiver of the application of the Code must be approved by the Board of Directors of the Company (the “**Board**”) or its designated committee or representative and must be disclosed to the extent required by law or regulation. A Request for Deviation Form is attached to this Code.

3. OUR MISSION, VISION, CORE VALUES & PURPOSE

Master Plastics has defined its own set of core values. All Employees are expected to behave in accordance with these values at all times. The Master Plastics Mission, Vision, Core Values and Purpose is attached to this Code.



4. **THE CORE PRINCIPLES:**

Our business-related conduct, both inside and outside the Company, must always be guided by our Company values.

The Company requires Employees to adhere to the following standards of conduct:

- honest and ethical conduct;
- ethical handling of actual or apparent conflicts of interest between personal and professional relationships in accordance with law and the Company's policies regarding conflicts of interest;
- compliance with all Company policies;
- full, fair, accurate, timely and understandable disclosure in reports and documents that the Company submits;
- compliance with applicable governmental laws, rules and regulations;
- the prompt internal reporting to an appropriate person or persons as identified in this Code (or use of the Company's confidential reporting system) of violations of the Company's Code or policies; and
- accountability for adherence to the Code.

We will **ALWAYS** act with integrity & honesty, which means we will do the right thing, even when no one is watching. While the expectation to do the right thing is unquestionable, it may not always be easy to determine the right course of action. In those difficult situations, we recommend Employees asking themselves the following set of questions:

- Is it legal or prohibited in any way?
- Does it align with the Code and other Company policies and practices?
- Is it consistent with Company values and behaviors?
- Will my decision as Employee maintain the Company's strong reputation?
- Would I as Employee be proud if my action were shared publicly?
- Would I or someone else benefit to the expense of the Company ?
- Would I be happy if I was treated in the same manner?

If, as an Employee, you answer "No" or "Unsure" to any of these questions, then the Employee should seek guidance before taking action.

The Code serves as a guideline and is not intended to substitute sound personal judgement and inherent understanding of ethical conduct, which are qualities expected of all Employees.

5. **OUR POLICIES AND PRACTICES**

It is imperative that each Employee thoroughly reads and understands this Code in conjunction with existing Company policies. It is the responsibility of the Employee to familiarise themselves with all existing Company policies as the Code, Company policies and practices all intertwine to create a comprehensive framework that governs the behaviour and operations within the Company.



(a) Compliance with Laws

Employees must obey laws that apply. No person has authority to violate any law or to direct others to violate any law on behalf of the Company. The Company will, without exception, report any incidents of non-compliance with law to the appropriate authorities and do all things reasonably possible to ensure that offending parties are appropriately dealt with.

(b) Conflicts of Interest

A conflict of interest may arise where an Employees loyalties are divided, or appear to be divided, between the Employees personal interests and those of the Company. The Company expects that Employees will not knowingly place themself in a position in which the Employees personal interests would have the appearance of being, or could be construed to be, in conflict with the Company's interests.

Because we value integrity, honesty, and transparency, it is important for Employees to be accountable and immediately disclose to the Company any actual, perceived, or potential conflicts of interest. A Disclosure Form is attached to this Code.

The following list is not exhaustive, but identifies potential areas of conflicted interests within the business environment:

Outside Employment/Conflicting Outside Activities

Employees are prohibited from engaging in outside remunerative work. This prohibition also extends to the unauthorised use or application of Company resources and of any proprietary, confidential or trade secret information or intellectual property of the Company.

Employees' Interests in Other Businesses

If Employees are invested in or considering investing or participating in a business, no matter the capacity, great care must be taken to ensure that these investments or interests are disclosed and do not compromise the Employees responsibilities with, or infringes the rights of, the Company. Employees should seek prior written approval from the Company before considering investing or participating in any business.

If Employees wish to serve as an officer, director, consultant, agent or any other capacity to an outside business on the Employees own time, Employees must receive prior approval from the Company in writing.

(c) Gifts and Entertainment

Accepting or giving of any gift or entertainment that is more than a routine social amenity can appear to be an attempt to gain favourable treatment from the recipient and Employees are urged to consider the acceptance and giving of any gift or entertainment.

Master Plastics prohibits gifts greater than a nominal value, gifts in the form of cash or securities, discounts for product or services that are not available to other co-workers, personal use of accommodation or transportation and payments or loans to be used to purchase personal property or assets.

In the case of entertainment, it must be of a reasonable nature and during a meeting or another occasion for the purpose of bona fide business discussions or to foster better business relations.

Employees should consult with Group Human Resources prior to accepting or giving of gifts or entertainment to determine if appropriate. A Gift Declaration Form is attached to this Code.



(d) Payments to Government Personnel or Officials

The giving of anything of value, directly or indirectly, to government personnel or officials is prohibited.

(e) Political Involvement, Donations or Payments

The Company may not participate in party politics or make donations or payments of any nature to political parties.

(f) Facilitation Payments & Kickbacks

Under no circumstances will the Company make any payment for the purpose of influencing any act or decision of the other party or securing any improper advantage.

(g) Competition

Master Plastics supports the principles of free competition in the market in compliance with applicable competition laws. Master Plastics believes that healthy competition drives innovation and benefits all parties. Master Plastics conducts its business fairly and honestly and follow all competition laws. This means we will not have discussions or enter agreements with our competitors around matters such as pricing, the allocating of markets and territories or bid/tender rigging.

Competitive intelligence should only be gathered in an ethical manner. Seeking confidential or non-public information from a competitor is dishonest, lacks transparency, and is prohibited.

(h) Use and Protection of Information, Property, Systems and Other Resources

The facilities and other resources provided by the Company are to be used in support of its business and the execution of an Employees duties. Any personal use permitted by Company policy must be incidental, not interfere with work requirements, and not be excessive.

(i) Offensive and Inappropriate Material

The Company's policies prohibit using Company resources to send, distribute or receive illegal, sexually explicit, abusive, offensive, profane, defamatory, discriminatory, or other inappropriate content. The Company has the right to monitor and access all resources provided to Employees at any time.

(j) Solicitations on Work Premises

Solicitation not related to the business of the Company in the workplace is prohibited.

(k) Theft and Misuse of the Company's Resources

Actual or attempted theft or misuse of the Company's resources, including documents, equipment, intellectual property, personal property of other employees, cash or any other items of value will be subject to immediate termination and initiation of criminal proceedings in line with applicable local laws.

(l) Proprietary and Other Confidential Information

Master Plastics recognises that confidential information must be managed with the utmost care. We must take responsibility to ensure we properly identify all necessary records as *CONFIDENTIAL*. If a third party requires access to confidential information, authorisation must first be requested and a non-disclosure agreement signed. Employees must safeguard and hold in strict confidence proprietary, confidential and/or trade secret information, including information of the Company, Employees, or any of its business partners. Employees



should exercise prudence and care in dealing with such information. Employees use of the information is limited to the Employees work for the Company and the relevant project on which the information was disclosed to Employees. Any such information must be returned when requested or upon the termination of Employees employment.

We must protect confidential information to remain a market leader. It is not found in the public, which makes it even more valuable to us. It sets us apart from the competition and provides a competitive advantage.

This includes safeguarding our intellectual property – patents, trade secrets, copyright, and trademarks – and respecting others' intellectual property by gaining proper approval before using, if appropriate. Master Plastics is proud of its process and product innovations from team members, but it is important to remember that all developments and designs created during your employment belong to the Company and Employees has not right to title to such.

(m) Third Party Intellectual Property

Unauthorised use of third-party intellectual property, including copyrighted materials, trademarks, and patented items, by the Company and Employees is strictly prohibited. Employees should be aware that unauthorised use can result in both civil and criminal penalties and sanctions. Employees are to comply with guidelines established by the Company and to report violations.

(n) Electronic Communications

Employees are responsible for using the Company's electronic information and communications systems ("**Systems**") properly and for business purposes only. Private use, and only if permissible under applicable laws, shall be limited to a minimum. Employees should be aware of the following:

- The Systems, and all communications, memoranda, files, or other data created, uploaded, downloaded, sent, accessed, received, or stored on any System ("**Messages**"), are the property of the Company unless clearly labelled otherwise or determined as personal by applicable law.
- Except for minimal incidental and occasional personal use, the Systems are for Company business use. Pornography, computer games, streaming, access to social platforms etc. are strictly prohibited.
- Employees should not have an expectation of privacy in any Messages Employees create, upload, download, send, receive, or store, as they may be monitored by the Company at any time.
- Messages should not contain content that another person (including the recipient thereof) may consider harassment, offensive, disruptive, defamatory, discriminatory, or derogatory.
- Attempting to access or "hacking" into Company Systems to which Employees do not have access or into computer systems of third parties is strictly prohibited.
- All employees who have access to Company Systems are responsible for ensuring that they are familiar with the contents of, and comply fully with, all Company related policies.

(o) Data Protection & Privacy

At Master Plastics we are entrusted to protect personal information with the highest standard of care. Employees handle personal information from suppliers, other Employees



and customers. Master Plastics will only collect the information it needs, store that information with care, share only when legally permitted on a need-to-know basis and properly dispose of those records when they no longer serve a business or legal purpose.

Data privacy laws and regulations should be adhered to all times.

(p) Cyber Security

Master Plastics provides Employees with physical and electronic assets (such as computers, hardware and software) to enable them to fulfill their employment obligations. It is both the Company and the Employees responsibility to protect them. Employees need to be extra vigilant and comply with Company policies and instruction in respect of cyber security initiatives. Simply clicking the wrong link could compromise company sensitive information and systems, harm our reputation and lessen our competitive advantage.

Practicing good cybersecurity includes:

- Creating strong passwords and not sharing such;
- Using multi-factor authentication;
- Being wary of external emails requesting urgent information or clicking on links provided;
- Identifying phishing emails and contacting the Help Desk; and
- Immediately communicating if your assets are lost or stolen.

Stay alert ... if something does not seem right, contact your System Administrator or Help Desk immediately.

(q) Litigation and Claims

The Company, like all other businesses, is from time to time involved in disputes that may result in claims or litigation. If an Employee receive any legal document related to the Company, such as a summons, complaint, subpoena or discovery request, the Employee must immediately contact the Chief Executive Officer who will provide the necessary guidance. DO NOT respond to any request, answer any questions, or produce or submit any documents. Under no circumstance should Employees threaten or initiate legal action on behalf of the Company. Should an Employee determine it necessary for the Company to initiate any such action, the Employee must immediately contact the Chief Executive Officer who will provide the necessary guidance.

(r) Donations and Sponsorships

No donations and sponsorships may be made without the prior written approval of the Chief Executive Officer. Specifically, no donations or sponsorships may be made to political parties or associations will be considered. Any donations and sponsorships considered should take account of the Company's Corporate Social Responsibility (CSI) objectives – particularly support for:

- Health, education and environmental initiatives.
- Voluntary and charitable organisations that solve community problems.

(s) Anti-Bribery & Corruption

Master Plastics is committed to conducting business fairly and honestly. We prohibit all forms of bribery and corruption, whether it is with government officials, local officials, employees at other private entities or any other persons. Master Plastics and its Employees



conducts business ethically and in compliance with applicable anti-bribery and anti-corruption (ABAC) laws and regulations.

Master Plastics wins in the market based on the merits of our products and partnerships built on trust. We would not compromise our integrity for any business or potential gain. All forms of bribery and corruption are absolutely prohibited. Even the smallest of bribes to achieve or accelerate an outcome is not acceptable. No funds or assets shall be paid, loaned, or otherwise given as bribes, kickbacks or other payments designed to influence or compromise the conduct of the recipient, and no Employee of the Company shall accept any funds or other assets for assisting in obtaining business or for securing special concessions from the Company.

Employees should conduct Company business in such a manner that the Company's reputation and integrity will not be impugned if the details of these dealings should become a matter of public discussion.

Employees have a responsibility to report any actual or attempted bribery, corruption, kickbacks or fraud.

In Master Plastics third parties are an essential part of our business. They are crucial to meet customer demands and often represent our Company, but they cannot be a means to conceal illicit payments or actions. Just as we cannot make improper payments, we cannot use a third party to make such payments on our behalf. This is illegal and will negatively impact our brand and reputation. We can be held responsible for the actions of the third parties that are deemed to represent us.

(t) Workplace Health and Safety

Master Plastics cares for its Employees and we will accept nothing but excellence regarding health and safety in the workplace. Excellence can only be achieved by including and empowering every team member. Master Plastics has an expectation for all our Employees to identify, report and assist in mitigating risk in the workplace and to report all incidents, near-misses and opportunities for risk reduction and mitigation.

At Master Plastics, we will always put the health and safety of our Employees ahead of profit.

Employees are required to follow all health and safety instructions and procedures that the Company implements.

The Company is committed to providing an incident, illness and injury free workplace for all Employees, co-workers, contractors and visitors. This enables us to operate in a safe manner that respects the health and safety of Employees, co-workers, and communities in which we operate, while producing high quality products.

The Company is also committed to providing a drug- and alcohol-free, safe and healthy workplace in accordance with applicable laws, regulations and Company policies.

Master Plastics is committed to ensure that its employees work in compliance with all applicable laws and mandatory industry standards pertaining to the number of hours and days worked.

Where appropriate, Employees are delegated authority and responsibility in writing to manage Health and Safety within operations.

(u) Product Quality and Safety

Master Plastics aims to maintain the highest possible standards of product stewardship. We are focused on providing safe, high-quality products, services and solutions that meet our customers' expectations. We operate under the appropriate accreditations and our Quality



Management Systems ensures a strong quality culture across our entire business. Master Plastics believes that accreditations from external authorities provide assurance to all stakeholders regarding the processes and standards which the Company meets. The Company therefore continually seeks to attain and maintain appropriate accreditations such as ISO, BRC, FSSC2200 within its operations.

We are truthful in all our quality checks and honest & open about addressing issues we identify throughout the process. We hold ourselves accountable to not simply pass on the problem, but to address it as provide a solution.

Master Plastics also partners closely with its supply chain to engage in responsible sourcing that focuses on innovation and sustainability without compromising quality.

(v) Continuous Improvement

Continuous improvement represents the ongoing process of analysing performance, identifying opportunities, and making incremental changes to enhance processes, products, and skills. Continuous improvement is at the heart of every process and everything we do at Master Plastics. It signifies growth, whether personally or professionally, for Employees and the Company. Master Plastics strives to grow and advance its value offering by improving the utilisation of technology, teamwork and skills.

(w) Supplier Responsibility

At Master Plastics we hold our suppliers to the same ethical standards. We accordingly expect our suppliers to:

- comply with our Code of Conduct for Suppliers;
- follow all local laws and regulations, and where our Code is more restrictive, to follow our principles of doing business;
- respect global human rights and fair labour standards as outlined in our Human Rights and Modern Slavery & Harassment Policies;
- compete in the market fairly, transparently, and honestly;
- adhere to all environmental laws and regulations;
- provide its employees with a safe and healthy working environment;
- to disclose any potential conflicts of interest relating to their business with Master Plastics;
- to demonstrate a commitment to diversity; and
- respond to our requests in a timely manner.

(x) External Communications & Engagements

Maintaining authority and credibility is paramount to our business and engaging effectively with media and external stakeholders is essential to uphold transparency, credibility and public trust. To ensure consistency, accuracy and safeguarding our reputation, only the Chief Executive Officer or authorised representatives are permitted to engage with the media and/or external stakeholders.

(y) Employment Matters

The Company is committed to fostering a culture that promotes diversity and equal employment opportunities and prohibits discriminatory practices of any nature, including harassment. The Company expects that relationships among Employees in the workplace will



likewise be business-like and free of unlawful bias, prejudice and harassment. Employees are expected to be conscientious, reliable and honest; to perform assigned responsibilities and duties in accordance with acceptable standards; to be courteous and cooperative with co-workers, management, customers and suppliers; and to ensure the integrity and ethical standards of the Company. Employees will not engage in activities that interfere with the performance of the operating procedures of the Company or those of our customers and suppliers.

Diversity, Equity, & Inclusion

Master Plastics recognises that everyone holds their own identity, but joins together to become one community. This is what makes us unique and unites us. Together, we are building and shaping our culture each day to ensure everyone feels welcome and connected.

Our diversity and inclusion mission aims to ensure that each team member feels valued, included and an integral part of our success. Doing so will enable us to leverage the skills, attributes, and talents of each unique individual.

Non-Discrimination/Anti-Harassment

Master Plastics recognises the dignity of each Employee and the right to a workplace free of harassment and abuse. Decisions on hiring, salary, benefits, advancement, termination, or retirement will be based solely on operational requirements, the individuals ability to do the job and meeting job specifications. There will be no discrimination based on race, creed, national origin, disability, gender, marital or maternity status, religious or political beliefs, age or sexual orientation, or other status protected by applicable law.

Master Plastics has created a work culture that affords its Employees the opportunity to work without fear of intimidation, reprisal or harassment and Master Plastics will continue to take action to ensure that such a culture is maintained and enhanced within the Company.

Anti-Retaliation

Employees may not interfere with or retaliate against another Employee who invokes his or her legal rights, reports any violation or non-compliance or participates in an investigation, and any such retaliation may result in the termination of an Employees employment.

Workplace Relationships

Master Plastics recognises that conflicts of interest can arise where there is a direct or indirect reporting relationship between Employees who have a special relationship, including where the co-workers are family members or are in an intimate relationship. Co-workers involved in such relationships are required to disclose the existence of the relationship to their local Human Resources representative at the earliest opportunity so that appropriate action can be taken to ensure that any real or perceived bias is avoided.

Substance Abuse (including alcohol and drugs)

The Company is committed to providing a safe, healthy and productive work environment for all. The consumption of a prohibited substance, or being under the influence of any prohibited substance, has significant and potentially tragic implications for health and safety in the workplace since prohibited substances can impair co-ordination, judgement and decision-making. Employees may accordingly not use, possess, distribute, sell or be under the influence of alcohol or drugs; use over-the-counter or prescription drugs in a manner inconsistent with the legally prescribed amount and accompanying instructions; or improperly or illegally use any inhalant or perception-altering substance in the performance of work for the Company or while on the premises of the Company.

No Employee may enter any Master Plastics premises while under the influence of drugs or



alcohol or when their “tested levels” exceed prescribed limits. The Company reserves the right to implement or conduct any tests as it deems appropriate and Employees consent to undergo or participate in the tests so selected.

Failure to comply herewith or to participate in testing procedures could result in disciplinary action being taken and ultimate dismissal of an Employee.

Child Labour

The Company recognises the rights of every child to be protected from economic exploitation and will respect and comply with all laws regard to the minimum hiring age.

Human Rights

Master Plastics believes that all workers should be treated with dignity and respect and should not be subject to discriminatory employment practices. We are committed to hiring and promoting Employees based on talent and their contributions to the success of the business. We commit to and encourage our suppliers and business partners to commit to fair labour practices and Master Plastics communicates our expectation to prevent practices of forced labour or human trafficking, including enforcing illegal or excessive recruitment fees, delayed or withheld wages, forced or involuntary overtime and the withholding of identity documents.

Modern Slavery & Human Trafficking

Master Plastics recognises that it has a responsibility to take a robust approach to modern slavery and human trafficking. Master Plastics is committed to compliance with laws designed to eliminate modern slavery and human trafficking and expects all employees to adopt this commitment. Master Plastics expects the same high standard of our supply chain and all business partners.

Freely Chosen Employment

The Company is not using and will not use forced or involuntary labour. Master Plastics will comply with existing employment regulations regarding forced labour.

Compensation

The Company provides wages and benefits that comply with applicable laws and binding collective agreements, including those pertaining to overtime work, benefits and other contracted arrangements or obligations.

Freedom of association and collective bargaining

The Company believes that open communication and direct engagement between Employees and management are the most effective way to resolve workplace issues. The Company respects the rights of Employees to associate freely, join or not join labour unions, seek representation and join workplace forums. Employees can communicate openly with management regarding working conditions without fear of reprisal, intimidation, or harassment.

(z) Books and Records

Financial integrity should never be compromised. This starts with accurately representing our books and records honestly and truthfully. We must record transactions that occurred within their respective financial period. No revenue or expense should be brought forward or pushed back for the sake of achieving financial or incentive targets.

We are all financial stewards of the Company. We must be honest in all record keeping activities, including our timesheets, quality checklists, expense reports, production records and invoices. We need these documents completed fully and accurately, no matter how



urgent the next matter.

The Company's internal accounting controls are intended to safeguard the assets of the Company and to ensure the accuracy of its financial records and reports, which form the basis for managing our business and fulfilling our obligations to shareholders, employees, and regulatory authorities. No person may interfere with or seek to improperly influence, directly or indirectly, the accuracy, completeness, or auditing of such records.

All reports made to regulatory authorities must be full, fair, accurate, timely and understandable. If an Employee becomes aware of any improper transaction or accounting practice, the Employee must report the matter immediately to his or her supervisor who will be obliged to escalate the matter to the appropriate Company representatives.

(aa) Document Retention

There are legal requirements that certain records be retained for specific periods of time. Whenever it becomes apparent that documents of any type will be required in connection with a litigation, audit, or investigation of any nature, all possibly relevant documents should be preserved, and ordinary destruction of documents pertaining to the subjects of the litigation or investigation should be immediately suspended. If Employees are uncertain whether documents under the Employees control should be preserved because they might relate to a matter of litigation, audit or investigation, Employees should contact the Chief Executive Officer for guidance.

(ab) Environment

In our commitment to environmental stewardship, Master Plastics has adopted a comprehensive approach to enhancing the recyclability and circularity of the products we produce and how we produce them, ensuring a positive impact on both business practices and the planet.

Our commitment to managing operations and producing products in a sustainable manner will maximise value for the Company, our brand and reputation, our Employees, our supplier, customers and the community.

Master Plastics acknowledges that its manufacturing processes has an impact on the environment and is committed to not only following all environmental laws and regulations, but also to hold ourselves accountable to do all we can to protect the environment.

The Company is committed to prevent and minimise adverse environmental impacts, including (wherever possible):

- Embracing the principles of reduce, re-use and recycle;
- Collaborating with suppliers to maintain the highest quality products while reducing material usage and increasing circularity;
- Collaborating with customers with regards to existing and new product designs and formulations;
- Reducing our environmental footprint by continually improving the efficiency of our natural resource consumption;
- Decreasing greenhouse gas emissions by reducing ink and solvent usage, improving energy efficiency and increasing use of renewable energy sources wherever available;
- Minimising our waste generation and increasing recycling of waste;
- Assuring waste is properly disposed through safe and responsible methods;



- Not exposing Employees and other stakeholders to hazardous or toxic substances; and
- Participating in and contributing to government, regulatory and industry initiatives.

The Company utilises risk management processes to control the environmental hazards inherent in its activities.

We are all responsible for adopting a continuous improvement mindset to minimise our environmental impact on the planet.

(ac) Community

Master Plastics strives to be a trusted and respected corporate citizen and to operate in a manner that encourages lasting, beneficial and interactive relationships with the communities within which it operates.

The communities where we live and operate are integral to our success. We are all encouraged to give back to our local communities. Whether time, talent, or resources, we have an opportunity to make an immediate impact and support future generations. We believe small actions can have a significant impact, especially when we leverage our scale for good. Community involvement is both a Company and individual responsibility.

Master Plastics has number of Corporate Social Investment, Enterprise and Supplier Development initiatives in place that are all aimed at empowering individuals and communities.

6. COMPLIANCE WITH THE CODE OF BUSINESS CONDUCT AND ETHICS

As a condition to employment, the Company reserves the right to require Employees to complete and submit a certification in a form designated by the Company pertaining to Employees compliance with this Code upon commencement of employment and as frequently thereafter as the Company may deem advisable.

Failure to comply with any provision herein, including the failure to report a violation or being unwilling to co-operate in an investigation or not acting in good faith, is seen as a serious violation and breach of this Code, which may result in disciplinary action, up to and including termination, or the termination of a business relationship, as well as possible civil or criminal charges.

The Company expects all Employees to comply with this Code and any violations may result in appropriate disciplinary action.

7. REPORTING SUSPECTED NON-COMPLIANCE

(a) General Policy

Employees are all responsible and accountable to speak up when something does not seem right, such as any of the below incidences (to name but a few):

- Safety or environmental concerns;
- Substance abuse;
- Harassment or discrimination;
- Theft or fraud; and
- Threats or violence.



Employees are encouraged to talk to their manager or the Human Resource Department, or contact the Ethics Helpline, to ask questions and/or report concerns of misconduct, violations of the law or regulations, unethical behavior, or a breach of any aspect of this Code.

Failure by Employees to report a known wrongdoing may result in disciplinary action against those who fail to report.

(b) Speaking Up

We are each responsible for ensuring that we conduct our business in accordance with our values and the Code. We expect and encourage our Employees and all stakeholders to speak openly and raise concerns about possible breaches of the Code or any other policy of Master Plastics through any of the following communication channels available to internal and/or external parties:

- immediate Supervisor, Line, Department or Business Unit Manager;
- a Human Resources Representative;
- a Senior Manager;
- your designated Company contact (for external parties); or
- the independently managed Master Plastics Fraud & Ethics Hotline (available to both internal and external parties):
 - Free Call Telephone: 0800 204 432
 - Email: masterplastics@thehotline.co.za
 - Website: <https://www.thehotline.co.za/report> - use 0800 204 432 to report
 - Mobile application: Vuvuzela Hotline app - download from google play use 0800 204 432 to report
 - SMS: 30916
 - Post: PO Box 10512, Centurion, 0046
 - Fax: 0867 261 681

A Report of Internal Policy Contraventions Form is attached to this Code.

Master Plastics takes all concerns raised seriously and undertakes to handle them promptly through the appropriate channels.

(c) Protection against Retaliation

Master Plastics has a zero tolerance towards retaliation against anyone who speaks openly about conduct they believe is unethical, illegal, or not in accordance with the Code and Company policies, even if the concern is not substantiated, if they have reported such matter in good faith. The Company values:

- Employees who do the right thing & speak up when there is reason to believe that any form of misconduct or a breach of this Code has occurred; and
- Employees who co-operate with any subsequent engagement or investigation.

Acts of retaliation should be reported immediately and will be disciplined appropriately. Employees who submit a complaint or report a violation in bad faith may face disciplinary action, including termination.



ANNEXURE A – MASTER PLASTICS MISSION, VISION, CORE VALUES & PURPOSE

A. OUR MISSION:

Our mission is to lead with purpose in all spheres of business.

We wish to be recognised as a market leader, operating in both niche and growing segments of the food supply chain and delivering above average financial returns. We aim to create value by meeting and exceeding customer expectations in designing, producing and supplying sustainable and technologically advanced products and solutions through collaboration, innovation and manufacturing excellence whilst delivering on-time, in-full and to a world-class standard.

We recognise our role as a responsible global corporate citizen and we are committed to environmental, social and governance (“ESG”) excellence. We strive to deliver sustainable, socially responsible and governance focused solutions that create value for all our stakeholders, consider global challenges, protect our planet, embrace the principle of circularity, empower our people and communities, and drive ethical business practices.

We will aim to demonstrate that, over time, profit and purpose are not mutually exclusive, but rather intertwined forces that can drive long-term success and generate greater overall returns.

B. OUR VISION:

We envision a world where businesses thrive financially whilst fostering environmental regeneration, championing social equality and exemplifying transparent and ethical governance practices. Within our own industry and chosen markets we aspire to be a catalyst of lasting positive change that proves this possible.

C. OUR CORE VALUES:

- 1. Environmental:** We prioritise sustainability and strive to minimise our environmental impact through the responsible use of natural resources, managing our own footprint and the adoption of the waste management principles of ‘reduce’, ‘re-use’ and ‘recycle’.
- 2. Social Responsibility:** We value our employees, customers and communities, promoting diversity, equality, inclusion and safe working conditions free from harassment, discrimination and retaliation.



3. **Quality & Safety:** We pursue global best practice regarding product quality and safety standards and maintain appropriate accreditations.
4. **Ethical Governance:** We uphold the highest ethical standards, fostering transparency, integrity and ethical decision-making.
5. **Collaboration & Innovation:** We continuously seek technologically advanced, creative and sustainable solutions through collaboration, research and innovation.
6. **Customer-centric:** We place strong emphasis on our customers and meeting their specific needs.
7. **Teamwork:** We promote collaboration, respect and support among employees to achieve common goals.
8. **Manufacturing Excellence:** We focus on continuous improvement of our manufacturing processes to reduce waste, increase production output and profitability, and to gain a winning edge with quality, safety, technology, product and process innovation.
9. **Continuous Improvement:** We constantly seek to make things better, more efficient and more effective across our entire business.
10. **Accountability:** We hold ourselves accountable, routinely measuring and reporting on our progress towards our stated goals across financial, operational, people and ESG focus areas.

D. OUR PURPOSE:

Guided by a strong commitment to responsible sourcing, continuous research, collaborative partnerships, sustainability and innovation, our purpose is to empower sustainable farming practices and to safeguard and enhance the production, transport, storage, quality, freshness, appearance, integrity, shelf-life and sustainability of food and other products, whilst contributing to minimise the overall environmental impact. We are committed to empowering our workforce and communities and to uphold the highest standards of ethical governance. Through our actions, we will drive positive change in our industry and contribute to a more sustainable and equitable world.



FORM 1 - REPORT OF INTERNAL POLICY CONTRAVENTIONS

Reporter:

NAME: _____

SURNAME: _____

JOB TITLE: _____

OPERATION: _____

Employee being reported:

NAME: _____

SURNAME: _____

JOB TITLE: _____

OPERATION: _____

DETAILS OF INCIDENT:

ACTIONS (MANANGEMENT):

SIGNED: _____

DATE: _____



FORM 2 - REQUEST FOR DEVIATIONS

NAME: _____

SURNAME: _____

JOB TITLE: _____

DIVISION: _____

MANAGER: _____

REASON/S FOR REQUEST: (EMPLOYEE)

COMMENTS/ACTIONS: (MANAGEMENT)

SIGNED: _____

DATE: _____

(Employee)

SIGNED: _____

DATE: _____

(Manager)



FORM 3 - GIFT DECLARATION

NAME: _____

SURNAME: _____

JOB TITLE: _____

OPERATION: _____

MANAGER: _____

Company/Individual received from:

Contact details of Company/Individual gift received from: _____

**NATURE AND ESTIMATED VALUE OF
GIFT:**

SIGNED: _____ **DATE:** _____ **(Employee)**

SIGNED: _____ **DATE:** _____ **(Manager)**



FORM 4 -DISCLOSURE FORM

Name of employee: _____

Identity number of employee: _____

Position held by employee: _____

Date completed by employee: _____

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Purpose:

The purpose of this disclosure form is to provide a record of any conflict or potential conflicts of interest, which may arise between any employee, the company and Master Plastics for consideration by Master Plastics.

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A. Declaration / Disclosure of any potential conflicts of interest:

Please provide details of any circumstance or instance which could result in private interests or personal considerations (including affiliations and instances of nepotism) affecting, or be perceived to effect, or have the potential to affect, your judgement or any other employee's judgement to act in the best interest of the company and the group at all times:

B. Disclosure of directorships and/or partnerships and/or membership of any nature:

Employees are required to disclose the following details with regards to directorships and/or partnerships and or memberships of any nature. Directorships includes any occupied position of director or alternate director, or by whatever name the position is designated. Partnership is a legal relationship arising out of contract between two or more persons with the object of making and sharing profits. Membership represents any shares or financial interests held in a public or private company or closed corporation. Please disclose accordingly:



(i) Shares and financial interests:

Name of company/ closed corporation/entity	Nature of business conducted	% shareholding and/or value of financial interest	Supplier to Master Plastics Group or any of its companies (Yes/No)

(ii) Directorate, employment or partnership

Name of company/ closed corporation/entity	Nature of business conducted	Position held (Director/Partner)	Supplier to Master Plastics Group or any of its companies (Yes/No)

C. Disclosure of remunerated work outside the company, including consultancies and/or retainers received

Employees are required to disclose the following details with regard to remunerated work outside the company. Remuneration means the receipt of benefits in cash or kind for which services of any nature were rendered:



Name of employer/client or party to whom services provided	Nature of work or services provided	Nature of business of employer/client or party to whom service provided	Amount of remuneration and/or value of benefits received

D. Disclosure of details of any family members involved in the business, whether as an employee or provider of services to the company or the Master Plastics Group

(i) Family member in employment of company or Master Plastics Group:

Name of spouse/child or other family member employed by the company or group and your relationship to the family member	Position held



(ii) Family member providing services or supplies of any nature to the company or the Master Plastics Group (whether directly or indirectly):

Name of family member and your relationship to the family member	Name of entity employed by or through which services or supplies provided (if not in his or her personal capacity)	Nature of business or services/supplies provided	Average monthly value of expenditure (whether directly or indirectly)

E. Other disclosure:

Provide any additional disclosure with regards the subject matter in respect of the business you wish to be recorded and/or considered:

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Declaration:

1. I have disclosed all material facts and circumstances regarding any existing or potential conflicts of interest (including affiliations and family relationships).
2. I understand that if I have misrepresented the extent of any conflict of interest, that such action would constitute misconduct that may result in disciplinary action being taken against me.
3. I undertake that in the event of there being any changes to the facts and circumstances declared herein, to notify Master Plastics with 10 business days by submitting a revised disclosure form via the HR department: (hangwelanid@masterplasticsgroup.com)

Employee Signature: _____

Group Company: _____

Date: _____



FORM 5 - PERSONAL COMPLIANCE CERTIFICATE

CODE OF CONDUCT AND BUSINESS ETHICS POLICY

I _____ (Full Names and Surname),

ID NO _____ hereby confirm that I have:

1. Received a copy of the Master Plastics "Code of Conduct and Business Ethics Policy".
2. Read and understood the contents thereof.
3. Been advised to contact my Manager or the HR Department or the Company should I have any queries or questions regarding said document.
4. Understood the various communication channels set out in paragraph 7(ii) of the *Code*, which I can use to report contraventions and breaches thereof.

By my signature below, I therefore confirm that I agree to fully comply with the *Code* and understand that any contraventions on my part will be subject to the sanctions set out therein.

SIGNATURE: _____ DATE: _____