



Master Plastics (Proprietary) Limited

HUMAN RIGHTS POLICY

(the “Policy”)

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 values and the Master Plastics Code of Conduct & Business Ethics.

Master Plastics strives to maintain a working environment, both internally and through our supply and customer base, that conducts its personnel & human practices to respect the Human Rights of all individuals.

We prohibit all forms of Human Rights violations of any nature.

This Policy provides guidance about conducting business ethically and in compliance with all ruling laws & labour regulations and standards consistent with the Master Plastics Code of Conduct & Business Ethics.

2. Definitions:

“**Human Rights**”:

represents those fundamental rights and freedoms that all individuals are entitled to, regardless of issues such as nationality, ethnicity, religion or any other status. These rights include, for example, the right to fair and equal treatment, the right to a safe & healthy work environment, the right to freedom of association and freedom from discrimination, harassment and abuse.

3. Scope

This Policy applies to all Master Plastics locations and employees. We will strive to ensure that our suppliers and business partners also adhere to the ethical standards outlined in this Policy and according to the Master Plastics Supplier Code of Conduct.

4. Policy

Human Right violations are unethical and can be illegal. Failure to address the risk of Human Right violations could undermine our reputation and lead to investigations, fines and/or other penalties for the Company, Employees and/or other individuals.

Master Plastics is committed to conduct business in a manner that demonstrates respect for Human Rights and the dignity of all people. This policy is consistent with global principles on business and Human Rights.

This Policy sets out Master Plastics approach to ensuring that we comply with all applicable laws and regulations to prevent Human Right violations and appropriately manage Human Rights related risks. Specifically, Master Plastics operates under the following policies and procedures that describe its

approach to the identification of Human Rights related risks and steps to be taken to prevent Human Rights violations in its operations and supply chain:

- Respecting the Dignity of All People

Master Plastics believes in creating a culture where everyone feels welcome. This begins with treating one another with dignity and respecting the diverse backgrounds that make us who we are. This is our fundamental commitment in the communities where we live and operate.

- Harassment and Abuse

Master Plastics is deeply committed to fostering a workplace that is free from all forms of harassment and abuse. We believe each employee deserves to work in an atmosphere of respect, dignity and mutual support. Harassment and abuse in any form, whether verbal, physical or emotional has no place with Master Plastics.

- Freedom from Forced Labour

Master Plastics respects the rights of all people, so we will not use or engage in any form of coerced or forced labour. All work will be voluntary and employees will be free to leave or terminate their employment in accordance with their employment of contract or applicable laws without fear of physical, psychological, sexual, verbal abuse, or any form of retaliation.

Master Plastics prohibits the use of modern slavery and human trafficking in our facilities, by our suppliers and business partners. Slavery includes coerced or forced labour.

Master Plastics will not require employees to lodge “deposits” of their identity papers (e.g., government-issued identification, passports, or work permits).

- Rights of Women

Master Plastics respects the rights of all women. We follow the statement that “women’s rights are human rights.” This means women should live a life free from violence, slavery and discrimination, in addition to earning a fair and equal wage for equal work.

- Rights of Children

Master Plastics does not allow child labour in its operations. We also believe children throughout our value chain should not be forced or coerced into labour. Master Plastics does not hire anyone under the age of 18 and verifies such details to the appropriate certified documentation.

- Rights of LGBTQIA+ People

Master Plastics recognizes the rights of the LGBTQIA+ community. This includes not only prohibiting any form of discrimination based on sexual orientation and gender identity, but respecting the inherent worth and dignity of all individuals in the community.

- Fair Compensation

Master Plastics believes in fairly compensating its team members according to local market benchmarks, negotiated and stipulated levels of remuneration. We comply with all national minimum wage, overtime, and benefits practices that relate to applicable local and national laws and regulations and require our suppliers to do so as well.

- Hours of Labour

Master Plastics ensures that working hours are consistent with local regulations, customs, collective bargaining agreements or common practice. Master Plastics comply fully with the Basic Conditions of Employment Act.

- Safe & Secure Work Environment

Master Plastics is committed to providing a workplace that is respectful and free from all forms of unlawful discrimination and harassment, including national origin or ancestry, citizenship, age, religion, race, gender, sexual orientation, and abilities, amongst others. We will maintain a healthy, clean, safe and secure work environment in compliance with all applicable local and national laws and regulations.

- Immigration Law & Compliance

Master Plastics only employs workers with a legal right to work. We validate all workers' legal status in accordance with applicable law before they can commence work.

- Freedom of Association and Collective Bargaining

Master Plastics respects the freedom of association, including the right to join or not join a union. We co-operate in good faith with the trade unions and those that represent our employees within the appropriate national legal frameworks.

To manage our Human Rights violation risk exposure and ensure compliance, we implement several controls and processes. These include:

- Conducting know your counterparty and due diligence procedures to determine the background and identity of counterparties with whom we engage.
- Requiring and encouraging our Employees and all other internal and external stakeholders to be alert to any unusual, inappropriate, or suspicious actions or practices which could expose Master Plastics to the risk of Human Risk violations, and to immediately report such via the appropriate channels.
- We train and empower our Employees to ensure they can recognise and report any unusual, inappropriate, or suspicious actions or practices which could expose Master Plastics to the risk of Human Risk violations, and to immediately report such via the appropriate channels.

5. Risk Management

We will evaluate Human Rights risks associated with our operations in our enterprise risk assessment program. We will also continue to monitor the political and legislative landscapes, so if any issues arise, we are prepared to identify and address them.

We will aspire to only engage with suppliers and business partners who are aligned to our policy and will join efforts to build a sustainable and responsible supply chain free of any Human Rights violations, discrimination or harassment.

As part of our risk mitigation strategy, we will provide Human Rights training to our team members. The training will cover the identification of red flags associated with Human Rights violations and the importance of speaking up if such a situation arises.

6. Speaking Up

We are each responsible for ensuring that we conduct our business in accordance with our values and the Master Plastics Code of Conduct & Business Ethics. We expect and encourage our Employees and all stakeholders to speak openly and raise concerns about possible breaches of the Master Plastics Code of Conduct & Business Ethics, this Policy, 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

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

7. Retaliation

Master Plastics has a zero tolerance for retaliation against anyone who speaks openly about conduct they believe is unethical, illegal, or not in accordance with the Master Plastics Code of Conduct & Business Ethics and policies, even if the concern isn't substantiated, if they have reported such matter in good faith.

8. Discipline

Failure to comply with any provision in this Policy, 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 Policy, 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.