



Code	POL009
Title	Ethical Trading & Social Responsibility Policy
Issue Date	19/09/2025
Version	V4
Author	Richard Hazel
Authorised	Robert Fenton
Page	1 of 5

Introduction

At Dri-Pak Limited we are committed to conducting our business in a manner that upholds high ethical standards and social responsibility. We recognise the impact of our actions on the well being of our stakeholders and the wider society. This policy reflects our dedication to ethical trade and social responsibility.

Policy Statement

Dri-Pak Limited is fully committed to complying with the 9 points of the ETI base code.

This we believe will demonstrate to our stakeholders that Dri-Pak Limited is striving to ensure working standards and the rights of the workforce are dealt with ethically and respectfully. We are members of SEDEX (Supplier Ethical Data Exchange) and arrange annual SMETA (Sedex Members Ethical Trade Audit) audits at our site.

Dri-Pak Limited recognises that our commercial activities have a potential to impact on our stakeholders.

As a socially responsible company, we believe that our stakeholders have a right to expect the following:

1. Products manufactured and sourced by Dri-Pak Limited are produced under safe and hygienic working conditions.
2. Employees, contractors and visitors to Dri-Pak Limited are treated with full consideration of their basic human rights.
3. Dri-Pak Limited acts in an ethical manner surpassing that of the basic legal requirements.
4. This policy sets out the commitment of Dri-Pak Limited to its stakeholders, detailing the measures being taken to ensure that the company is acting in an ethical and moral manner.

Policy Commitments

Dri-Pak Limited understands that our ethical and social performance and reputation is part of our overall commercial success.

Employees

Dri-Pak Limited have introduced policies to protect and value worker rights and to ensure the company operates, in many areas, above the minimum standard required by law.

Customers

Dri-Pak Limited is committed to demonstrating its ethical and social responsibility credentials to allow customers to make an informed decision when choosing who to purchase products from.



Code	POL009
Title	Ethical Trading & Social Responsibility Policy
Issue Date	19/09/2025
Version	V4
Author	Richard Hazel
Authorised	Robert Fenton
Page	2 of 5

Suppliers

Dri-Pak Limited is committed to monitoring the ethical and social standards of our supply chain and initially this is taken care of by a supplier questionnaire with further investigations for main suppliers. This gives an indication of the supplier's commitment to abide by the ethical and social standards as laid down in the ETI base code.

Ethical Trading Code of Practice

This code of practice applies to:

- Staff directly employed by Dri-Pak Limited on temporary or permanent contracts.
- Staff employed or provided by employment agencies to carry out work on Dri-Pak Limited premises.

The principles adopted by Dri-Pak Limited in this policy are based on the internationally accepted standards set out in the Ethical Trading Initiative (ETI) Base Code of Labour Standards.

Dri-Pak Limited will, as far as is reasonably practicable, ensure that our suppliers and their sub-contractors, comply with the stated policy requirements.

1. Employment is freely chosen.

- There is no forced, bonded or involuntary prison labour.
- Workers are not required to lodge "deposits" or their identity papers with their employer and are free to leave their employer after reasonable notice.

2. Freedom of association and the right to collective bargaining are respected.

- Workers, without distinction, have the right to join or form trade unions of their own choosing and to bargain collectively.
- The employer adopts an open attitude towards the activities of trade unions and their organisational activities.
- Workers representatives are not discriminated against and have access to carry out their representative functions in the workplace.
- Where the right to freedom of association and collective bargaining is restricted under law, the employer facilitates, and does not hinder, the development of parallel means for independent and free association and bargaining.

3. Working conditions are safe and hygienic

- A safe and hygienic working environment shall be provided, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Adequate steps shall be taken to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work,



Code	POL009
Title	Ethical Trading & Social Responsibility Policy
Issue Date	19/09/2025
Version	V4
Author	Richard Hazel
Authorised	Robert Fenton
Page	3 of 5

by minimising, so far as is reasonably practicable, the causes of hazards inherent in the working environment.

- Workers shall receive regular and recorded health and safety training, and such training shall be repeated for new or re-assigned workers.
- Access to clean toilet facilities and to potable water, and, if appropriate, sanitary facilities for food storage shall be provided.
- Accommodation, where provided, shall be clean, safe, and meet the basic needs of the workers.
- The company observing the code shall assign responsibility for health and safety to a senior management representative.

4. Child labour shall not be used

- There shall be no new recruitment of child labour.
- Companies shall develop or participate in and contribute to policies and programmes which provide for the transition of any child found to be performing child labour to enable her or him to attend and remain in quality education until no longer a child; “child” and “child labour” being defined in the appendices of the code.
- Children and young persons under 18 shall not be employed at night or in hazardous conditions.
- These policies and procedures shall conform to the provisions of the relevant International Labour Organization (ILO) standards.

5. Living Wages are paid

- Wages and benefits paid for a standard working week meet, at a minimum, national legal standards or industry benchmark standards, whichever is higher. In any event wages should always be enough to meet basic needs and to provide some discretionary income.
- All workers shall be provided with written and understandable information about their employment conditions in respect to wages before they enter employment and about the particulars of their wages for the pay period concerned each time they are paid.
- Deductions from wages as a disciplinary measure shall not be permitted nor shall any deductions from wages not provided for by national law be permitted without the expressed permission of the worker concerned. All disciplinary measures should be recorded.

6. Working hours are not excessive

- Working hours must comply with national laws, collective agreements, and the provisions below, whichever affords the greater protection for workers. The sub-clauses below are based on international labour standards.



Code	POL009
Title	Ethical Trading & Social Responsibility Policy
Issue Date	19/09/2025
Version	V4
Author	Richard Hazel
Authorised	Robert Fenton
Page	4 of 5

- Working hours, excluding overtime, shall be defined by contract, and shall not exceed 48 hours per week.
- All overtime shall be voluntary, Overtime shall be used responsibly, taking into account all the following: the extent, frequency and hours worked by individual workers and the workforce as a whole. It shall not be used to replace regular employment. Overtime shall always be compensated at a premium rate, which is recommended to be not less than 125% of the regular rate of pay.
- The total hours worked in any seven-day period shall not exceed 60 hours, except where covered by the below clause.
- Working hours may exceed 60 hours in any seven-day period only in exceptional circumstances where all of the following are met:
 - This is allowed by national law;
 - This is allowed by a collective agreement freely negotiated with a workers' organisation representing a significant portion of the workforce;
 - Appropriate safeguards are taken to protect the workers' health and safety; and
 - The employer can demonstrate that exceptional circumstances apply such as unexpected production peaks, accidents or emergencies.
- Workers shall be provided with at least one day off in every seven-day period or, where allowed by national law, two days off in every 14-day period.

7. No discrimination is practiced

- There is no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.

8. Regular employment is provided

- To every extent possible work performed must be on the basis of recognised employment relationship established through national law and practice.
- Obligations to employees under labour or social security laws and regulations arising from the regular employment relationship shall not be avoided through the use of labour-only contracting, sub-contracting, or home-working arrangements, or through apprenticeship schemes where there is no real intent to impart skills or provide regular employment, nor shall any such obligation be avoided through the excessive use of fixed-term contracts of employment.



Code	POL009
Title	Ethical Trading & Social Responsibility Policy
Issue Date	19/09/2025
Version	V4
Author	Richard Hazel
Authorised	Robert Fenton
Page	5 of 5

9. No harsh or inhumane treatment is allowed

- Physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation shall be prohibited.

Environmental Performance and Sustainability

At Dri-Pak Limited, we are dedicated to minimising our environmental impact. This involves reducing resource consumption, waste generation, and emissions, as well as ensuring that componentry, packaging and raw materials are appropriately sourced.

Business Continuity

A business continuity plan has been developed to include emergency planning in the event of disaster. This includes a general outline of emergency procedures, contacts, procedures in the event of a fatality or serious injury, disruption of process and alternative facilities, customer care during disruption and a listing of process equipment and service providers.

Robert Fenton

Group Managing Director

19th September 2025