

MODERN SLAVERY AND HUMAN TRAFFICKING POLICY

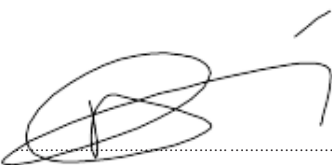
This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, agency workers, seconded workers, volunteers, agents, contractors, and suppliers. XANDOR Plastics strictly prohibits the use of modern slavery and human trafficking in our operations and supply chain.

We have and will continue to be committed to implementing systems and controls aimed at ensuring that modern slavery is not taking place anywhere within our organisation or in any of our supply chains. We expect that our suppliers will hold their own suppliers to the same high standards.

COMMITMENTS

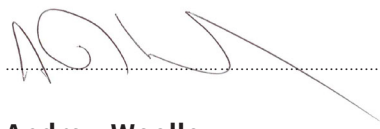
- XANDOR Plastics expects everyone working with us or on our behalf to support and uphold the following measures to safeguard against modern slavery:
- We have a zero-tolerance approach to modern slavery in our organisation and our supply chains.
- The prevention, detection and reporting of modern slavery in any part of our organisation or supply chain is the responsibility of all those working for us or on our behalf.
- Workers must not engage in, facilitate, or fail to report any activity that might lead to, or suggest, a breach of this policy.
- We are committed to engaging with our suppliers to address the risk of modern slavery in our operations and supply chain.
- We take a risk-based approach to our contracting processes and keep them under review. We assess whether the circumstances warrant the inclusion of specific prohibitions against the use of modern slavery and trafficked labour in our contracts with third parties.
- Using our risk-based approach, we will also assess the merits of writing to suppliers requiring them to comply with our Policy statement, which sets out the minimum standards required to combat modern slavery and human trafficking.
- Consistent with our risk-based approach we require employment and recruitment agencies and other third parties supplying workers to our organisation to confirm their compliance with our Policy statement.
- We require suppliers engaging workers through a third party to obtain that third parties' agreement to adhere to the Policy statement.

- As part of our ongoing risk assessment and due diligence processes we will consider whether circumstances warrant us carrying out audits of suppliers for their compliance with our Policy statement.
- If we find that other individuals or organisations working on our behalf have breached this policy we will ensure that we take appropriate action.
- We will include this Policy statement in our Code of Conduct to ensure all employees are trained in this requirement.
- We will measure effectiveness through auditing the payroll against agreed pay structure between XANDOR Plastics and labour recruiters. Review the number of grievances or whistle blowing events specifically looking at possible modern slavery claims. Measure the return rate of this signed policy from our supply chain and review audit reports of those suppliers being audited.



Mathieu Dore

Managing Director
XANDOR Plastics



Andrew Woolley

HR Director
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