



POLICY STATEMENT

NON-DISCRIMINATION AND ANTI-HARASSMENT

PURPOSE

The purpose of this Non-Discrimination and Anti-Harassment Policy Statement (the "**Statement**") is to ensure that Intelligent Packaging Limited Partnership and its subsidiaries (collectively, the "**Company**") comply with applicable non-discrimination and anti-harassment legislation and best practices in countries where the Company is located and/or does business. The Company is committed to conducting business in a safe manner that promotes the health of our employees, customers, community and the environment as part of our Code of Conduct (the "**Code**").

This Code is applicable to all Company employees whether full time, part time or contract employees and to all directors, whether executive or non-executive, and officers of the Company worldwide (collectively, the "**Employees**" and individually, the "**Employee**").

NON-DISCRIMINATION AND ANTI-HARASSMENT

- Every division and site within the Company is required to establish, communicate and maintain effective processes and procedures to ensure we are providing a work environment that does not tolerate harassment (including without limitation sexual harassment) well as bullying;
- The Company takes all reasonable means at its disposal to ensure that no one is subject to such conduct;
- Any form of discrimination, harassment and bullying will not be tolerated and will lead to disciplinary action including immediate termination of employment for cause;
- Harassment can include, for example, unwanted sexual advances (whether verbal or physical), threats or acts of violence, and offensive jokes or remarks. Bullying, which includes humiliating, insulting, intimidating, or isolating others, can also create an unpleasant or hostile work environment;
- Harassment can also include "psychological harassment" which means any vexatious behavior in the form of repeated and hostile or unwanted conduct, verbal comments, actions, or gestures, that affects an employee's dignity or psychological or physical integrity and that result in a harmful work environment for the employee; or a single serious incident of such behaviour that has a lasting harmful effect on an employee may also constitute psychological harassment;
- All Employees are responsible for ensuring that their conduct in the workplace is appropriate and consistent with the Code; and
- If an Employee feels that they have been the victim of discrimination, harassment or bullying or if they have witnessed such conduct, they should immediately report the inappropriate conduct to their manager or the human resources department of their division. Such reports shall be kept confidential to the extent possible.

COMMUNICATION AND EDUCATION

The Statement is communicated to all Employees as part of the annual Code training. All Employees should familiarize themselves with the contents of the Code and are responsible for adhering to the principles set out within.

BREACH OF POLICY

A breach of this Statement may result in disciplinary action including immediate termination of employment for cause. It can also lead to civil and/or criminal liability.