



POLICY STATEMENT

LIVING WAGE

PURPOSE

The purpose of this Living Wage Policy Statement (the "**Statement**") is to ensure that Intelligent Packaging Limited Partnership and its subsidiaries (collectively, the "**Company**") complies with living wage best practices in countries where the Company is located and/or does business. The Company is committed to conducting business in a safe and environmentally sustainable manner that promotes the health of our employees, customers, community and the environment.

LIVING WAGE

Our Company is committed to the implementation of a living wage policy that reflects our dedication to fair and equitable compensation practices for all of our employees. We recognize the importance of providing wages that enable our workers to afford a standard of living that supports their basic needs and fosters their overall well-being.

Our social commitment extends to our wider supply chain, and we endeavour to take prompt and remedial action if breached.

We prioritize the rights and welfare of all our employees impacted by any adverse circumstances and strive to ensure that they receive appropriate support and redress in a timely manner.

Through the implementation of this Statement, we aim to set a standard of ethical business conduct that reflects our values of integrity, fairness, and social responsibility. We recognize the significance of creating a positive and equitable working environment, and we will continue to uphold these principles as an integral part of our business practices and organizational culture.

COMMUNICATION AND EDUCATION

The Company will communicate this Statement to employees, contractors, customers, shareholders, suppliers, community and other stakeholders. The Company endeavours to promote best practices to ensure continuous improvement and enhance performance.

BREACH OF STATEMENT

- Failure to comply with this Statement or the neglect of relative responsibilities may result in disciplinary action; and
- Failure to comply with, or neglect of, the requirements of applicable legislation may lead to a criminal offence being committed or legal action against a business unit, and/or against individual managers, employees or directors. Penalties for serious offences may include substantial fines and/or custodial sentences.

Approval Date: 13 December 2023