

# Responsible Sourcing Policy Statement

IMS-114



This Responsible Sourcing Policy outlines the minimum standards we require our Suppliers to meet. For the purposes of this Policy, "Supplier" means any company, corporation or other entity (including sub-contractors) that sells goods or services to Zenith Print and Packaging Ltd.

Zenith Print and Packaging Ltd are committed to carrying out business and driving positive social and environmental changes within our Company in line with internationally recognised principles on human rights, environmental management, business integrity and anti-corruption. In order to achieve this we aim to partner with our Key Suppliers to protect human rights and the environment.

## Supplier Management

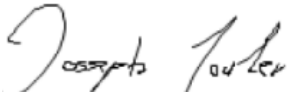
Suppliers should have in place their own policies and procedures to comply with this policy, we expect them to establish their own policies, training programmes, and whistleblowing procedures for receiving complaints from their workers, Customers and other relevant parties and we expect our Suppliers to hold their own Suppliers and Sub-Contractors accountable to these standards. Zenith Print and Packaging Ltd reserve the right to appoint their Quality Manager, Representative or independent third parties to conduct unannounced audits and inspections of our Suppliers and their premises to ensure their operations are consistent with the principles laid out in this Policy. Violation of this Policy may lead to Zenith Print and Packaging removing the Supplier from their 'approved list of suppliers'.

## Code of Conduct Principles

- Business is conducted lawfully and with integrity.
- Work is conducted on the basis of freely agreed and documented terms of employment.
- All workers are treated equally with respect and dignity.
- Work is conducted on a voluntary basis.
- Workers are of an approved age.
- Workers are paid a fair wage.
- Reasonable working hours.
- Workers free to form or join a trade union and to bargain collectively.
- Workers Health and Safety is protected while at work.
- Workers have access to work related procedures.
- Communities are protected.
- Protecting/using personal and business information.
- Embrace sustainability and reduce environmental impact.

Zenith Print and Packaging Ltd require all Suppliers to comply with the mandatory requirements within this Policy in order to establish or continue business with us. Failure to comply with this Policy should be immediately reported to Zenith Print and Packaging.

Zenith Print and Packaging Ltd will periodically monitor and review this policy (at least annually) to ensure it is accurate and in line with our Company's processes, targets and objectives, and will take corrective action where necessary.

Approved By:  Joseph Towler, CEO

Date: 22<sup>nd</sup> April 2024