

SOCIAL ACCOUNTABILITY POLICY

Poly Pack (Cumbria) Limited is committed to conform to the requirements of the LSAS standard by:

- Not engaging or supporting the use of child labour and forced / compulsory labour.
- Providing a safe and healthy workplace environment.
- Respecting the workers' right to freedom of association and collective bargaining.
- Not engaging in or supporting any form of discrimination in recruitment, remuneration, training, promotion, or termination of employment.
- Treating all personnel with dignity and respect.
- Complying with national laws on working hours and overtime work.
- Respecting the right of personnel to a living wage and paying the wages in time, and
- Respecting the UN & ILO conventions.
- Continual improvement, working towards the Level-4 of the LSAS standard.
- Complying with relevant legal and other requirements to which the organization subscribes
- Providing sufficient resources for LSAS implementation.
- Ensuring that the LSAS policy is effectively documented, implemented, maintained, communicated, periodically reviewed, and are accessible in a comprehensible form to all personnel including directors, executives, management, supervisors, and staff, whether directly employed by, contacted with, or otherwise representing the company, and
- Ensure that the policy is freely available to the public and external interested parties on request.

Poly Pack understands the sensitivity and importance of proper handling of information from 'whistle blowers'. In this policy 'Whistleblowing' means the reporting by employees of suspected labour law violations happening in the company.

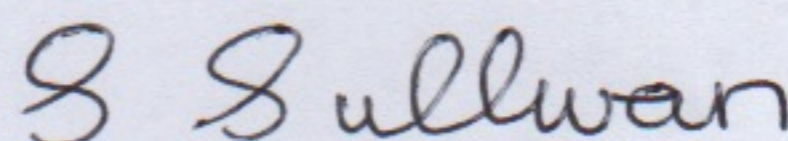
Poly Pack encourage employees to feel confident in raising serious concerns at the earliest opportunity and to question and act upon concerns. Any permanent employee / contract labour / auditor can report in writing, about labour law violations, to the Management Representative (LSAS) directly.

Poly Pack provide avenues for you to raise those concerns and receive feedback on any action taken. The 'whistle blower' may report such violations to the business owner Sandra Sullivan sandra.poly@tiscali.co.uk and or appropriate Government department(s).

The management shall protect whistle-blowers. The identity of the person (whistle blower) shall be kept strictly confidential, and no punitive action can be taken for reporting a labour law violation. The top management shall take appropriate actions to handle the violations and keep the records of such actions taken.

The Managing Director will be responsible for all elements of this policy and for implementing it.

Sandra Sullivan
Managing Director (Management Representative)
15/01/2019



Approved By: Sandra Sullivan (Managing Director)