

## CCL Label limited Modern Slavery Statement

CCL Label Limited have 5 manufacturing sites in the UK and source materials from suppliers in various countries throughout the world. Our financial year end is 31st December and this statement covers the year ending 31st December 2020.

CCL Label Limited is ultimately owned by CCL Industries Inc. a Canadian publicly traded company listed on the TSX (Toronto Stock Exchange) and part of the global CCL Industries Group. The CCL Industries Group employs approximately 22,000 people operating 183 production facilities in 42 countries on 6 continents with corporate offices in Toronto, Canada, and Framingham,

Ethical practices for the global company are issued as formal document CCL Global Ethics Guide (last revision 2016) and the group statement on Anti-slavery can be found at <http://www.cclind.com/asht>.

We endeavor to conduct our business ethically and with integrity.

Our employment practices ensure we recruit all employees, whether permanent or temporary, from reputable sources and we require documentary proof that they are entitled to work in the UK. We comply with UK Law on age restrictions, exceed the UK minimum wage and offer holidays and other benefits beyond the minimum requirements. CCL Label Limited is also, a member of SEDEX and operates in accordance with the Ethical Trade Initiative Base Code and the Ten Principles of the UN Global Compact. Site Managers, Supervisors and employees are trained to understand and appreciate the necessity for working practices to be acceptable to the ethical standards of the modern world with the target for all of our UK operations to achieve full compliance to the SMETA 4 Pillars audit requirements.

As part of our commitment to working ethically, we expect companies or individuals who supply us with either materials or services to share our values and to take reasonable steps to guard against exploitation within their business and supply chain. We actively encourage our major suppliers to join SEDEX and have a responsible approach to environmental, health and safety and ethical activities both within their own organisation and with their suppliers. Where applicable, as part of our annual QA review of our approved suppliers we are writing them individually to seek assurance that they are taking the necessary actions to demonstrate their commitment to ethical activities

Approved by the Board of Directors on 31<sup>st</sup> December 2020

A handwritten signature in black ink, appearing to read 'Kamel Mormech'.

Kamel Mormech (Director)

31<sup>st</sup> December 2020

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