

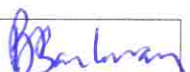
# ALLPACK INDUSTRIES LIMITED SMETA POLICY STATEMENT

## Our Commitment

Consistent with the Industrial Promotion Services (Kenya) Limited, SMETA policy and as a packaging Industry, we are committing to ensuring that all SMETA requirements in the industry we operate in are adhered to. We will conduct our trade with respect to all applicable legal and other requirements for both the local and global requirements in order to sustain our business growth. We will not be contented until we ensure that our employees and partners in business are satisfied.

## Our Resolution

- 1) We will comply with all applicable SMETA requirements, company's policies and other requirements such as the industry codes of practice and we will require the same from our contractors, suppliers and clients.
- 2) Allpack respects universal human rights of our employees and shall endeavor to implement processes to help meet the Universal rights covering United Nations Guiding Principles and Responsibilities.
- 3) Allpack is committed to using only workers with legal rights of employment. We shall not use child, forced, bonded or involuntary prison labor at any time in our business processes and our workers shall be free to leave Allpack after a reasonable notice as appropriate.
- 4) Allpack respect our workers' freedom of association and right to collective bargaining in line with the provisions of the individual contract, the CBA and local and international labor standards.
- 5) We are committed to providing a safe and hygienic working environment considering requirements of ISO 14001:2015, ISO 9001:2015, FSSC 22000:2005; OHSAS 18001:2007 and FSC-STD -40-004 V2-1 standards and any other applicable standards so as to ensure high level of standards that meet and exceed both local and international requirements.
- 6) Allpack is committed to zero discrimination in all its forms and ensures fair treatment of our workers, potential workers, contractors, suppliers and clients in compliant with both national and international business and labor laws and practices.
- 7) Allpack does not oblige a potential employee, contractor, supplier or client to give any incentive for recruitment or to be considered to do business with Allpack. In addition, we have defined all our processes that need to be sub-contracted and when sub contraction is required, there shall always be an agreement with the client as appropriate.
- 8) Allpack is committed to high business ethical standards and practices and does not condone any form of physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation to all within its control.
- 9) At all times, we shall be subjective to all applicable regular audits conducted against the SMETA Requirements and ensure compliance to SMETA and all other applicable local and international laws as appropriate.

REF: SMETA/POLICY	Revision: 00	Replaces: 00	Issue Date: April 2018	Approved By GM 
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