

Ethical Policy

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Issue #1

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1. Purpose

This Ethical Policy outlines Castle Cartons Limited's commitment to conducting business responsibly, sustainably, and with integrity across all operations, supply chains, and stakeholder relationships.

2. Environmental Stewardship

We are committed to minimizing our environmental impact by:

- Using recycled and responsibly sourced paper materials.
- Reducing energy and water consumption in production.
- Managing waste through reuse, recycling, and responsible disposal.
- Complying with all environmental regulations and pursuing ISO 14001 certification.

3. Fair Labour Practices

We uphold the highest standards of labour ethics:

- There is no use of child labour, forced labour, or exploitative practices.
- Fair wages, safe working conditions, and equal opportunities for all employees.
- Compliance with local labour laws and International Labour Organisation conventions.

4. Health and Safety

We prioritize the health and safety of our workforce by:

- Maintaining a safe working environment in line with appropriate health and safety standards.
- Providing regular training, PPE, and safety audits.
- Encouraging a culture of incident reporting and continuous improvement.

5. Business Integrity

We conduct all business with honesty and transparency:

- Zero tolerance for bribery, corruption, or unethical conduct.
- Fair competition and compliance with anti-trust laws.
- Confidentiality and protection of customer and supplier data.

6. Sustainable Sourcing

We work with suppliers who share our values:

- Preference for vendors with FSC® or PEFC™ certification.
- Regular audits to ensure compliance with ethical and environmental standards.
- Encouragement of innovation in eco-friendly packaging solutions.
- Working towards our own FSC certification.

7. Community Engagement

We support the communities in which we operate by:

- Creating local employment opportunities.
- Supporting education and environmental initiatives.
- Engaging in open dialogue with stakeholders.

8. Accountability and Review

This policy is reviewed annually and updated as needed to reflect:

- Changes in legislation
- Industry best practices
- Feedback from employees, customers, and partners

Signed on behalf of Castle Cartons Limited

James Green
Managing Director