

Since 1992 the CANPACK Group has become one of the largest global manufacturers of metal packaging. The CANPACK Group manufactures aluminium beverage packaging, as well as steel cans for the food industry; easy-open ends; aerosol cans; bottle closures; packaging for the chemical and the cosmetic industries; and glass bottles, as well as services related to the production of packaging.

Our Commitment

At CANPACK, we recognise our responsibility as an employer, business partner, link in complex supply chains and a member of local communities. Maintaining high ethical standards and protecting human and labour rights lie at the heart of each of our relationships and business partnerships as evidenced by our core values: Respect, Safety, Teamwork and Integrity. To express our legal, moral and commercial responsibility towards respecting human rights, to establish a basic management framework on these issues, and to support our employees in achieving this goal, we have developed this Human Rights Policy.

CANPACK complies with the international standards as set out by the International Labour Organization (ILO) and the human rights principles of the UN Global Compact derived from the Universal Declaration of Human Rights.

The frameworks for preventing specific abuses are outlined in our Code of Conduct, our CANPACK Group Supplier Code of Conduct as well as our Slavery and Human Trafficking Statement.

Our commitment includes, but is not limited to, the following fundamental issues:

Employees

- Providing just and favourable working conditions, including competitive compensation and remuneration
- Condemnation of any form of child and/or forced labour
- Respecting freedom of associations, and forming and joining trade unions
- Prohibiting discrimination in the workplace
- Providing freedom of thought, conscience and religion
- Guaranteeing privacy through data protection and IT security plans

Business Partners

- Upholding human rights in our supply chains
- Preventing slavery and human trafficking
- Avoiding the use of conflict minerals

To ensure compliance throughout our business we have implemented the following preventative measures:

- Our employees participate in periodic training courses covering human and labour rights issues
- All our employees are required to sign the CANPACK Group Code of Conduct
- All our suppliers are required to sign our CANPACK Group Supplier Code of Conduct

- This policy is publicly available, and we expect our stakeholders to implement similar guidelines and comply with international standards supporting human rights in the work environment within their operations and supply chains
- We monitor our organisational structures and supply chains and audit our internal processes regularly to prevent any form of exploitation.

Targets

- For 100% of employees to be trained on the topic and to sign our Code of Conduct
- To ensure 100% of our strategic suppliers have implemented measures to protect human rights by 2025
- To maintain zero confirmed incidents or legal actions reported against human rights
- At least 33% of strategic suppliers audited on human rights per year by 2025

Scope of Application

This Policy applies to all employees, suppliers and business partners, working with or for the CANPACK Group.

Review Mechanism

CANPACK reviews this Human Rights Policy, as part of its Sustainability Committee agenda, on an annual basis, this includes a review of the policy's implementation and effectiveness, and where necessary amendments are made.

Roles and Responsibilities

In accordance with this policy we require our management, employees, suppliers and business partners to meet our ethical expectations and to respect human rights. Our human resources, legal and compliance functions ensure that all employees are informed, understand and implement this policy in the scope of their responsibilities. Where appropriate, training on human rights for employees, including, how to implement preventative measures and how to deal with the consequences of abuses, is provided. Finally, all employees are required to comply with this policy and report incidents through our whistleblower mechanism, this includes either approaching an immediate supervisor/manager or informing the HR Department or health and safety inspectors or employee representative body (work councils) or CANPACK's executives or ethics officers.



Roberto Villaquiran
Group Chief Executive
Officer