

Human Rights Position

Conducting Business with Respect

Our Commitment

As a global distributor of plastics, our business touches thousands of people. Our goal is to operate our business with respect to those people and to do our part to protect the rights of the individuals who work in our business, either directly as employees or indirectly as suppliers and third party representatives. We commit to taking a proactive stance to support and respect international human rights and to ensure that we are not complicit in human rights abuses. We encourage our suppliers and business partners to adopt a similar approach.

What We Believe

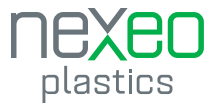
Nexo Plastics believes in the value of all individuals and their rights as represented in the [United Nations' Universal Declaration of Human Rights](#), the principles defined in the International Labor Organization's [Declaration on Fundamental Principles and Rights at Work](#), and other principles and guidelines that promote respect for people connected to our business.

We believe that our business should conduct operations in such a manner to ensure the safety and protection of human rights, to embrace a diverse and inclusive workforce, and to avoid any complicity in forced labor, child labor, exploitation, trafficking, physical punishment, unfair work hours or compensation, limits to freedom of association or other human or labor rights violations.

How We Ensure Protection

Nexo Plastics' [Global Standards of Business Conduct](#) ("GSBC"), available on our website, defines the foundational behavior expected of all our employees. New hires at Nexo Plastics are trained on our GSBC, and employees are re-trained annually. We encourage our suppliers to acknowledge our GSBC and commit to similar practices in their businesses through our [Supplier Code of Conduct](#), available on our website. We also maintain and observe our [Policy to Combat Slavery and Human Trafficking](#). This policy is applicable to all employees, and it requires that our business partners commit to a similar position on the matter of human trafficking and modern slavery.

Supported by comprehensive compliance policies and procedures, we comply with all applicable laws governing employment and hours of work and rest for our employees around the world. Our reporting mechanisms, including a 24/7 hotline, enable any individual to report concerns related to human rights without fear of retaliation. All reports of suspected or alleged human rights abuses are investigated and corrective actions are taken as required. Through our risk management process, we consider adverse human rights impacts associated with our business activities and implement remediation measures where relevant.



How We Ensure Protection: Supply Chain

Both new and existing suppliers are selected and evaluated beyond economic criteria. Nexo Plastics looks closely at environmental protection, compliance with human rights, labor and social standards, anti-corruption policies and other requirements, as further outlined in our [Supplier Code of Conduct](#). In order to protect our supply chains and to ensure that we do not conduct business with suppliers who are known violators of human rights, we strive to source our plastics materials from reputable, global companies in the industry. Their respective codes of conduct and positions on human rights are available on their websites or from their legal teams, and we conduct a periodic review of this information. In support of our commitment, we have most recently focused our efforts on auditing our top Asian suppliers' human rights policies and statements. In addition, we endeavor to ensure all of our supply agreements call for our suppliers' adherence to all applicable laws, rules, regulations and standards, including human rights.

How We Ensure Protection: Business Structure

Nexo Plastics UK Limited is a UK subsidiary of its ultimate parent, Nexo Plastics, LLC, a US based company. The foregoing policies, along with other internal policies that are issued by the parent company, apply to the UK subsidiary as well. Nexo Plastics is a leading global thermoplastic resins distributor, representing quality products from world-class suppliers with major commercial presence in the United States, Europe, Canada, Mexico, and Asia. The group's key differentiator from competition is its material and technical expertise, product customization and development ability, process improvement and supply chain optimization know-how, and world-class logistics support. We supply plastics and resins into automotive, compounding, healthcare, packaging, 3D printing, wire and cable and electronics markets, among others.

We will continuously work to further develop and strengthen our efforts to respect and promote all proclaimed human rights, including the right not to be subjected to forced labor, slavery or human trafficking.