

Human Rights Policy

Snell Packaging & Safety Limited is committed to upholding and promoting human rights in all our business operations and relationships. We are dedicated to ensuring that we operate ethically and with integrity, respecting the rights and dignity of all individuals involved in our business, including our employees, suppliers, and communities.

This policy outlines Snell Packaging & Safety Limited's commitment to human rights and the steps we take to ensure that our business practices respect and promote human rights in accordance with international standards and local laws.

This policy applies to all persons working for Snell Packaging & Safety Limited or on our behalf in any capacity, including employees, directors, officers, agency workers, contractors, consultants, and business partners.

Management is committed to;

- Complying with all relevant local and international human rights laws and standards, including the Universal Declaration of Human Rights, the International Labour Organization's core conventions, and the New Zealand Bill of Rights Act 1990.
- Continually reviewing and improving our practices to promote and protect human rights.

- Ensuring there is transparency in our business practices and fostering an environment of openness and respect for human rights.

Key principles are;

- **Non-Discrimination and Equal Opportunity:** We promote a diverse and inclusive workplace, providing equal opportunities and fair treatment for all employees, regardless of race, gender, age, religion, disability, sexual orientation, or any other protected characteristic.
- **Fair Labour Practices:** We are committed to fair labor practices, including the prohibition of forced labour, child labour, and human trafficking. We ensure fair wages, safe working conditions, and the right to collective bargaining.
- **Health and Safety:** We prioritize the health and safety of our employees, ensuring a safe working environment that meets or exceeds all relevant health and safety laws and standards.

- **Community Engagement:** We respect the rights and interests of the communities in which we operate, engaging with them in a respectful and constructive manner.

To uphold our Human rights commitments, we will

- Conduct risk assessments to identify and address human rights risks in our operations and supply chains.
- Engage with suppliers and business partners to ensure they share our commitment to human rights and adhere to our standards.
- Provide training to our employees and management to ensure they understand our human rights commitments and know how to uphold them



SHAUN WILLIAMS, CHIEF EXECUTIVE
Reviewed September 2026

Objectives for 2026



Review Snell Supplier Code of Conduct detailing ethical business practices including, but not limited to, Integrity, Occupational Health and Safety, Fair labour Practices, Free Association and Collective bargaining, Child labour and Forced labour, discrimination, Grievance mechanisms and Community relations.

Target: >95% acceptance.



Develop centrally integrated hub for improved supplier mapping and risk analysis by QTR4 - FY2027



Revise Snell Modern Slavery Training awareness content & conduct awareness training for all staff by end of 2026.



Develop new Modern slavery / Human rights statement by Q3 FY2027.



Re-align Human Rights Policy annual review for March period to coincide with other company policy reviews.