

Our company work in converting , printing of flexible packaging and packaging materials using new machinery and modern methods of technology with highest level of quality, integrity, safety of maximum possible productivity at affordable prices to customer satisfaction and expectation taking into account to maintain environmental , health, safety , labor condition of workers and business integrity in which the top management ensures responsibilities to implementation, maintenance and continual improvement system through:

- 1- The company commitment to Comply with all laws , national and international legislation , ETI base code and other applicable requirements regarding environmental , health, safety , labor condition of workers and business integrity concerned customer specification
- 2- The company commitment to Business and manage its industrial activity with fairness and transparency (i.e Address the customers with any conflicts of interest in business dealings, Prohibits accepting or giving gifts only within reason without impact on customers decisions and dealing with them , also The company exchange of accepted gifts in the framework of a formal and transparent manner, Get all the information concerning the customer's legitimate methods and use them for legitimate purposes While maintaining strict confidentiality to every client , prohibiting money laundering, prohibiting the use of any confidential information regarding the company's clients in dealing based on inside information or support of this dealing).
- 3- The whole right of stakeholders to know all the data and activities of our company issues with all transparency and fairness
- 4- Emphasis on respect for and the protection of confidential information and know-how and intellectual property for clients, and prohibiting the use of any information provided by customers only for the designated purposes, with full respect for people and respect of their privacy.
- 5- All the products manufacturing and services introduced according to highly standards and quality criteria that determined in contracts with customers also it is safe for purpose use , It also conducts research and development responsible methods that Focusing on practice and scientific and technological principles and generally accepted ethically .
- 6- All means of communications open to staff for the reporting of concerns and fears without any sanction or reprisals also through a representative working for easy communication with no discrimination with or against any one of workers and have access to carry out their representative functions in work place.
- 7- Periodic evaluation for all hazards & risks of the working environment and environmental effects " complies safety , environmental , business hazard" and make sure it is within the legally prescribed standards also working on reduction and preventive actions and correcting any deviations from standards with a commitment to continuous improvement and development of access to safe and healthy working environment for employees ,contractors ,visitors, customers and communities.
- 8- All processes and procedures to supply products, processing, distribution and services aimed to protect and preserve the environment and reduce pollution.
- 9- For workers the freedom to choose work according to law with equal treatment and respect for the dignity with the development of social activity (treatment expenses if not treated at health insurance in cases of treatment into health insurance are granted free to supplement treatment ,marriage gift , in case of death , omra , hij , ...etc)in addition the other advantages.
- 10- Give a voucher for workers in the case keep the originals of certificates and assignment sheets (Certificates of birth and military service and academic qualifications...)

- 11- Give employees all ethical human rights and (wages, material rights compensation amount, health insurance, annual leave) And to pay the minimum wage for workers and wages corresponding to the hours of work in accordance with the applicable laws and ETI base code national origin , caste , race , sexual orientation union membership .
- 12- The employees performed work with freedom and not be forced in which they are chosen according to competence and experience and the requirements of the production line of the company and not on any other grounds of discrimination or distinction as color, sex, religion or their belief of political affiliation , materials status , age , national origin , caste , race , sexual orientation union membership.
- 13- All employees have the freedom to exercise their right to configure or join trade unions or not to join trade unions and collective bargaining.
- 14- It is prohibited to employ children under the age of 18 in accordance with the law of the State.
- 15- Prohibiting verbal harassment-sexual-physical-mental it also prohibits dealing with all forms of bribery or accepting or giving either corruption or extortion or theft , or any type of fraudulent or illegal work activities
- 16- Assess employees according to efficiency and not distinguish between religious doctrines with access to fair wages
- 17- Giving employees equal rights when they doing the same work and that was the spirit of competition for thier company.
- 18- Ability to develop incentives and rewards for hard workers and upgrades them.
- 19- No forced labor in operation are applicable and comply with all relevant laws
- 20- Periodic review of the policy annually to add any changes to the laws and regulations in this regard and declare the policy to all employees, visitors, contractors and others interested parties.
- 21- Prohibiting the modern slavery or any type of it when dealing with workers or with any interested party (suppliers ,visitors , contractors , ...etc).
- 22- The worker has a right to elected their worker representative when works with no discrimination with or against any of workers under any condition.
- 23- The continual training of workers on risks of work activites (environmental , health, safety , labor condition of workers and business integrity) and specicelly for new comers according to required needs.
- 24- The company have sufficient clean , hygienic toilets , washing facilities adequate and for have free access to use it for all workers in the company .
- 25- Organize the working hours according to national applicable laws and ETI base code .
- 26- The full respect of human rights for workers and stakeholders and all interested parties according to the requirement of laws to prevent any deviation or negative of impact, with taken all preventive action to elimination this deviations.

Signature

**Dr/ Mohamed Rashad Ghitany
MD & Mangement Represntative**

Document Control Department