# CLASSIC LABELS PACKAGING GROUP

## Labor & Human Rights Policy

### Objective

Classic Labels Packaging Group (CLPG) is committed to conducting business in a manner that respects human rights, promotes fair labor practices, and fosters a safe, inclusive, and respectful workplace. We strive to be a positive influence within our organization, our supply chain, and the communities in which we operate.

### Scope

This policy applies to all CLPG employees, officers, contractors, consultants, and representatives. We also expect our suppliers, business partners, and service providers to uphold similar standards and comply with applicable labor, employment, health, and safety laws.

### 1. Respect for Human Rights

CLPG supports internationally recognized human rights principles and is committed to treating all individuals with dignity, fairness, and respect.

We prohibit:

- Child labor
- Forced labor, human trafficking, and modern slavery
- Discrimination, harassment, or retaliation
- Any form of abuse, intimidation, or unlawful employment practices

### 2. Inclusion, Diversity & Equal Opportunity

CLPG values the diversity of our employees, suppliers, customers, and communities.

We are committed to:

- Providing equal employment opportunities
- Promoting a workplace that is inclusive, respectful, and free from discrimination
- Making employment decisions based on qualifications, performance, and business needs
- Respecting individual differences, perspectives, and backgrounds

### 3. Safe, Healthy & Respectful Workplace

CLPG is committed to maintaining a workplace that promotes employee health, safety, and well-being.

We will:

- Comply with applicable health and safety laws and regulations
- Provide a work environment free from violence, harassment, and unsafe conditions
- Promote employee wellness and workplace safety
- Encourage employees to report concerns without fear of retaliation

### 4. Fair Labor Practices

CLPG supports fair and lawful employment practices.

We are committed to:

- Compliance with applicable wage and hour laws
- Fair compensation and working conditions
- Respect for employees' rights under applicable labor laws
- Ethical employment and hiring practices

### 5. Supplier Expectations

CLPG expects suppliers and business partners to respect human rights and comply with all applicable labor and employment laws.

Suppliers are expected to:

- Comply with CLPG's Supplier Code of Conduct
- Prohibit child labor, forced labor, and human trafficking
- Maintain safe and healthy workplaces
- Provide fair wages and lawful working conditions
- Promote ethical and responsible business practices throughout their supply chains

### Reporting Concerns

Employees, suppliers, and business partners are encouraged to report concerns regarding human rights, labor practices, discrimination, harassment, or workplace safety. CLPG prohibits retaliation against anyone who raises concerns in good faith.

### Revision Control

**Document No.:** LAB-001
**Version:** 1.0
**Effective Date:** June 11, 2026
**Review Cycle:** Annual

### Approval

Steven Ayala, Chief Executive Officer & Founder

Signature: Steven J Ayala Date: 6/11/2026