CLASSIC LABELS PACKAGING GROUP

Supplier Code of Conduct

PURPOSE

Classic Labels Packaging Group (CLPG) is committed to conducting business with integrity, respect for human rights, environmental responsibility, and compliance with applicable laws and regulations. This Supplier Code of Conduct establishes the minimum standards expected of all suppliers, contractors, consultants, and service providers conducting business with CLPG.

1. Legal Compliance & Business Ethics

Suppliers must comply with all applicable laws, regulations, and industry standards in the countries where they operate.

Suppliers shall:

- Conduct business ethically and honestly.
- Maintain a zero-tolerance policy for bribery, corruption, fraud, extortion, and money laundering.
- Comply with applicable trade, import/export, sanctions, and anti-boycott laws.
- Protect confidential information, intellectual property, and personal data.
- Avoid conflicts of interest and unfair business practices.
- Compete fairly and comply with antitrust and competition laws.

2. Human Rights & Labor Practices

CLPG expects suppliers to uphold internationally recognized human rights and provide a safe, fair, and respectful workplace.

Suppliers shall:

- Prohibit child labor, forced labor, human trafficking, and modern slavery.
- Provide fair wages, benefits, and working conditions in accordance with applicable laws.
- Maintain workplaces free from discrimination, harassment, abuse, and retaliation.
- Respect for employees' rights to freedom of association and collective bargaining where permitted by law.
- Promote equal employment opportunities and diversity.

3. Health, Safety & Environmental Responsibility

Suppliers shall provide a safe and healthy workplace and operate in an environmentally responsible manner.

Suppliers are expected to:

- Comply with applicable environmental, health, and safety regulations.
- Identify and reduce environmental impacts associated with their operations.
- Support waste reduction, recycling, resource conservation, and responsible material sourcing.
- Manage hazardous substances safely and in accordance with legal requirements.
- Maintain emergency preparedness and workplace safety programs.

Support CLPG's sustainability objectives, including responsible sourcing, circular packaging, and greenhouse gas reduction initiatives. Suppliers of paperboard, cartons, and forest-based materials are encouraged to support FSC-certified sourcing and responsible forestry practices.

4. Sustainability & Climate

CLPG encourages suppliers to continuously improve environmental performance and support sustainable business practices.

Suppliers are encouraged to:

- Measure and reduce greenhouse gas emissions.
- Improve energy efficiency and resource utilization.
- Support recyclable and circular packaging solutions.
- Provide environmental, sustainability, and traceability information when requested.
- Participate in sustainability assessments and continuous improvement initiatives.

5. Compliance & Supplier Accountability

Suppliers are responsible for communicating these standards throughout their operations and supply chains.

CLPG reserves the right to:

- Request supporting documentation and certifications.
- Conduct supplier assessments or audits.
- Require corrective action plans for identified non-conformances.
- Terminate business relationships when significant violations remain unresolved.

Suppliers must promptly disclose any actual or suspected violations of this Supplier Code of Conduct.

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Acknowledgement

By conducting business with CLPG, the Supplier acknowledges its commitment to comply with the principles outlined in this Supplier Code of Conduct and to support continuous improvement in ethical, social, environmental, and business practices.

SUPPLIER NAME Classic Labels Packaging Group

SIGNATURE Steven J Ayala

NAME Steven J Ayala

TITLE President

DATE 6/11/2026