



## **BUSINESS ETHICS AND CORPORATE SOCIAL RESPONSIBILITY STATEMENT**

Forum Packaging Ltd aims to maintain high ethical standards in carrying out its business activities and acts in strict compliance with the law at all times. It seeks to sustain a business that is successful and respected in its ethical standing by our stakeholders. These include customers, clients, investors, regulators, suppliers and the community.

Forum embraces the role its business plays on a day to day basis in contributing to a better society and it will not tolerate any behaviour or practice that compromises its integrity or honesty. For this reason, the following values are held throughout the business:

- We strive to operate at all times with honesty, fairness and integrity in our relations with customers, suppliers, competitors, employees, investors and the community.
- We are committed to being fair, transparent and impartial in all of our dealings.
- We are good corporate citizens and comply with all relevant laws and regulations.
- We do not offer, pay or accept bribes.
- We are committed to attaining the highest standards of employment practices and wish to be recognised as a good employer.
- We are committed to providing healthy and safe working conditions in all operations.
- We are concerned for the environment and seek to minimise the environmental impact of our operations while complying with all relevant laws.
- We support and promote the principles of equal opportunities in employment and treat everyone with dignity and respect and do not tolerate any form of harassment or discrimination.
- We provide fair employment opportunity to all irrespective of sex, creed, ethnic origin, nationality, sexual orientation, age or disability.
- We are committed to advancement based on merit and the importance of providing training and development opportunities to enable employees to increase their contribution to the Company.
- We require our employees to avoid conflicts of interest between their personal affairs and their business position and not to take unfair advantage of privileged information.
- We adopt an open attitude towards the activities of Trade Unions and workers have the right to join or form Trade Unions of their choice and bargain collectively.
- We recognise the importance of internal communication for the success of the company and for meeting these values, and provide opportunities for those who have ethical concerns about the business to have them properly considered.
- We recognise that unless we consistently meet our customers' needs we cannot serve any of our other stakeholders.
- We are committed to providing high quality products and services on competitive terms.
- We seek to ensure that all our products are safe to manufacture and use.
- We are committed to free enterprise and fair competition and believe in the right and necessity of businesses to make profits.
- We value long-term relationships with our customers and suppliers and look to them to adhere to similar high standards as ourselves, particularly in respect of complying with all relevant laws and regulations in the countries where they operate and minimising their environmental impact.
- We seek to adopt recognised best practice in matters of corporate governance. We conduct our affairs with openness and transparency subject only to the needs of commercial confidentiality.
- We ensure that all business transactions are reflected accurately in the Company's records and published in accordance with legal requirements.
- We recognise our responsibilities to the communities within which we operate and seek to support them by working with local community organisations.

Further information on our labour standards, health & safety, environment and business ethics can be found on the SEDEX website (registration number ZC1003018). Forum Packaging Ltd can also confirm that they comply with ETI Base Code which is an internationally recognised code of labour practice.

**Rob Massey**  
**DIRECTOR**

**February 2022**