

# Kshine Packaging Co.,Ltd

## Commitment to Human Rights & Labor Standards

### 1.0 Policy Statement

Kshine Packaging ("the Company") is committed to conducting its business ethically, legally, and with respect for fundamental human rights. We believe in the dignity of every individual and are dedicated to ensuring that our operations and supply chain uphold the principles outlined in the International Bill of Human Rights, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, and the UN Guiding Principles on Business and Human Rights (UNGPs).

This commitment applies to all our employees, managers, contractors, and suppliers.

### 2.0 Scope

This policy extends to all Kshine Packaging's global operations and its supply chain, where we could influence the conduct of our business partners.

### 3.0 Core Principles

We are unwavering in our commitment to the following core principles:

- **3.1 Freely Chosen Employment & No Forced Labour:** We prohibit all forms of forced, bonded, indentured, or involuntary prison labour. Workers are not required to lodge deposits or identity papers and are free to terminate their employment after reasonable notice.
- **3.2 No Child Labour:** We will not employ anyone under the local legal minimum age for employment or the age for completing compulsory education, whichever is higher. We prohibit the exploitation of children in any form.
- **3.3 No Discrimination:** We provide equality of opportunity in employment and advancement. We do not engage in or tolerate discrimination based on race, colour, sex, religion, political opinion, nationality, social origin, age, disability, sexual orientation, or any other protected status.
- **3.4 Freedom of Association & Collective Bargaining:** We respect the right of all employees to form and join trade unions of their choice and to bargain collectively, in accordance with local laws. We promise to engage in good-faith consultations with worker representatives.
- **3.5 Safe & Healthy Working Conditions:** We are committed to providing a safe and hygienic working environment. We implement proactive measures to identify and eliminate potential health and safety hazards to prevent accidents and injury arising from work.
- **3.6 Working Hours & Rest:** We ensure that working hours comply with national laws. Overtime is voluntary, shall not be excessive, and will always be compensated at a premium rate as required by law. Employees are entitled to reasonable rest periods and leave.
- **3.7 Fair Compensation:** We commit to paying our employees at least the legal minimum wage and providing any legally mandated benefits. We strive to provide a **living wage** that meets basic needs and provides some discretionary income.

### 4.0 Implementation & Due Diligence

To implement this commitment, we will:

- Communicate this policy to all employees and business partners.
- Integrate these principles into our contractual agreements with suppliers.
- Conduct periodic human rights due diligence to identify, prevent, and mitigate adverse impacts.
- Maintain a confidential and anonymous reporting mechanism (whistleblowing system) for employees and external stakeholders to raise concerns without fear of retaliation.
- Work with suppliers to implement corrective actions where non-conformances are identified.

## **5.0 Expectations for Suppliers & Partners**

We expect our suppliers, contractors, and subcontractors to:

- Adhere to the principles set out in this policy.
- Extend these same standards to their own suppliers.
- Cooperate fully with our due diligence and monitoring processes, including audits and assessments.

## **6.0 Breach of Policy**

A breach of this policy is a serious matter. Failure to comply may result in disciplinary action for employees and termination of business relationships for suppliers. The Company is committed to providing for or cooperating in the remediation of any adverse impacts it causes or contributes to.

## **Approval**

This policy has been approved and authorized by the senior management of Kshine Packaging.

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[CEO/President Name]

11.09.2025