

ETHICAL TRADING POLICY

Kamac is committed to meeting its customer's and stakeholder's expectations that we supply high quality Logistics, Contract Packing and Support Services where the sourcing and services supply is in a fair, ethical and environmentally responsible way.

We procure goods and services from all over the world. In order to ensure that we meet our expectations, we need to work closely with our suppliers. We acknowledge the role they play in the success of our business and recognise that we have a responsibility towards them and their employees.

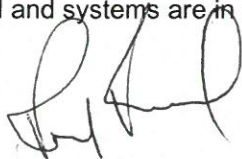
This policy sets out the standards we expect of ourselves and our suppliers. In turn, we expect those suppliers to apply similar standards or principles with their own suppliers throughout the supply chain.

We require them to confirm their compliance to 'Our Standards' set out below within this policy. It is a contractual requirement for new suppliers, and will be for existing suppliers, as and when contracts come up for renewal. Where non-compliance is identified, we will work with these suppliers to prioritise concerns and agree solutions. Where this approach fails, we reserve the right to take steps, up to and including termination of contract.

Our Standards:

- Suppliers must comply with all relevant legislation, through national law and practice.
- Wages and working hours must comply with national laws, including minimum wage, overtime and maximum hours.
- Employment must be freely chosen. There must be no forced or compulsory labour and workers must be free to leave their employer after reasonable notice.
- Suppliers must respect their workers' rights to freedom of association and the right to collective bargaining. Where this is restricted under law, the employer should facilitate alternative means for independent and free association and bargaining.
- Systems and procedures to ensure a healthy and safe working environment must be implemented by employers and reviewed regularly.
- Suppliers should have an environmental management system in place.
- In respect to child labour, suppliers must conform to the provision of the ILO Convention 138 Minimum Age for Admissions to Employment.
- Suppliers must ensure that discrimination, harsh or inhumane treatment of any employee is prohibited and systems are in place to prevent this

Signed

A handwritten signature in black ink, appearing to be 'J. Smith', written over a faint blue line.

Title: Managing Director

Dated: 30/09/2020