



Ethical Policy

Issued Dec 2021, review Dec 2022

Cambrian Packaging is committed to conducting its business in an ethical, legal and socially responsible manner. This commitment extends to our customers, suppliers and other associated external resources with which we choose to do business. We will always purchase goods and services to the highest standards of ethical and environmental trade practices.

Health and Safety – Cambrian is registered to ISO18001 and we will continue to promote a safe and healthy working environment. Our employees have comprehensive, ongoing training and are provided with all necessary Personnel Protective Equipment. We promote a culture of safety awareness and our exemplary accident record is testament to that.

Working Hours – Employee working hours will comply with all prevailing legislation. Supply Chain – Cambrian works with audited, certified suppliers to ensure that our high standards are not compromised throughout the production process.

Environmental – Cambrian recognises the challenges that the environment faces and particularly those connected to the plastic packaging industry. To this end, we are market leaders in the supply of packaging produced from 100% recycled polymer. We have worked closely with the Welsh Government in conducting laboratory testing on the recycled polymers. This is to ensure the suitability for the many challenges of the packaging market. As members of Wastepack, we ensure that all aspects of our environmental impact are managed and compliant with relevant legislation. Working with recycling partners, to ensure correct disposal of all plastic waste, supporting the WRAP closed loop commitment. We are ISO14001 registered.

Customers – Cambrian's ethos is to treat others, how we would like to be treated and this extends to all our contacts, Cambrian prides itself on its Customer Service and customers can expect to be treated courteously with every effort made to assist.

Modern Slavery Statement

Cambrian Packaging is committed to operating all its business activities to the highest standards of business ethics and integrity. We recognize our responsibilities to the wider community and strive to ensure that all of our activities adhere to this commitment. Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another, in order to exploit them for personal or commercial gain. This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015. Cambrian Packaging is a supplier of plastic packaging to a wide range of industries. Whilst the majority of our suppliers are based within the UK which has a developed culture of ethical business practice and strong labour regulation, we also have a number of international supply partners. To ensure that modern slavery has no part in our supply chain, we have audited and work closely with our suppliers to monitor any changes, and identify and assess any potential risk. We have zero tolerance to slavery and human trafficking and will continue to ensure, that they have no part in our business or supply chain.

Anti Bribery Policy

Cambrian Packaging has zero-tolerance for bribery and corrupt activities, this applies to both Management and employees. We will constantly uphold all laws relating to anti-bribery and corruption in all the jurisdictions in which we operate. We are bound by the laws of the UK, including the Bribery Act 2010, in regards to our conduct both at home and abroad.