

HUMAN RIGHTS POLICY

Updated August 2022

This policy applies to all PlastX personnel, our in-country partners, and any other third-party representatives acting for or on behalf of PlastX.

Summary

PlastX is founded on principles of social responsibility, mutual trust, and integrity. Respect for – and the promotion of – Human Rights is central to our business ethos and our operational activities.

In accordance with the UN Guiding Principles on Business and Human Rights, we commit to upholding all internationally recognised human rights standards, including those enshrined in the International Bill of Rights, and the International Labour Organization's 1998 Declaration on Fundamental Principles and Rights at Work.

While compliance with the ILO's core labour standards (*the elimination of all forms of forced or compulsory labour; the abolition of child labour; freedom of association and recognition of the right to collective bargaining; the elimination of discrimination in employment and occupation; and equal remuneration for work of equal value*) is a minimum mandate for us, we believe our main responsibilities lie in the following critical areas:

- the prevention of child exploitation
- the establishment of equal and non-discriminatory opportunities; and
- the provision of dignified work, with fair and just conditions for workers.

We use due diligence to identify and prevent human rights risks to people in our business and supply chain. If we identify adverse human rights impacts resulting from our business activities, we will provide fair and equitable remediation.

Our in-country partners are engaged based on their social justice and human rights track records. If any in-country partner fails to support human rights in the communities in which we operate, PlastX will take steps to remedy - including the possible dissolution of the commercial relationship.

It is our stated intention to proactively make a positive contribution to the communities in which we work.

Child Labour

Wheresoever in the world we operate, children below legal working age for that country are prohibited from registering – and therefore from working – as PlastX Collectors. This policy is supported by our internal processes and the PlastX technology, which provides photo ID, name and age of all registered collectors - verified and audited by our in-country partners.

Just and Favourable Conditions

PlastX employees and associates – and in particular, PlastX Collectors, will be treated with dignity and, in accordance with PlastX's policy, in a work environment free of all forms of abuse or harassment, whether physical, verbal or psychological.

Non-Discrimination/ Equality of Opportunity

We will treat individuals justly. We will recruit, train and compensate individuals according to their ability to meet the standards of their role. We will not discriminate on the basis of race, gender, religion, age, marital status, sexual orientation, or any other 'defining' factor.

Community and Stakeholder Engagement

In-country partners are our direct link to the communities in which we work. We maintain strong relationships with our partners, and encourage social dialogue in the community, through frequent, frank communication, and by listening and responding to concerns. We ensure stakeholder alignment through regular discussions with as Government, regulators, community partners, trade associations as well as environmental, human rights and welfare groups.

The Plastics Circle (PlastX's parent company) is a WEP (Women's Empowerment Principles) signatory: <https://www.weps.org/company/plastics-circle>

This policy was developed at senior level: overseen and approved by PlastX's Directors including the Chief Executive Officer.

If you have any questions, or would like to confidentially report a potential human rights violation, please contact PlastX Chief Operations Officer, [Gillian Hyde](#).