

# CCS PACKAGING MODERN SLAVERY POLICY

CCS complies with the Modern Slavery act 2018.

CCS does not and will not use trafficked, bonded, child, prison, indentured or forced labour.

We endeavour to ensure all materials in our supply chain are not a product of Modern Slavery.

We respect our staff's freedom of association and the right to engage the services of unions to advise and represent them.

CCS is an equal opportunity employer with a zero-tolerance policy for bullying, harassment, and discrimination.

All staff are employed under an Enterprise Bargaining Agreement that has been approved by the Fair Work commission.

Flexible working agreements are in place to assist employees meeting personal responsibilities.

We source our goods from a diverse supply base, and we have a zero-tolerance policy for any suppliers who do not comply with all laws, including laws pertaining to trafficked, bonded, child, prison, indentured or forced labour. Wherever possible, we build long standing relationships with local suppliers and insist on visibility into their business standards.

We will continue to review our business and supply chains and undertake audits of existing and potential suppliers to ensure that, so far as possible, the supply chain is free from of trafficked, bonded, child or forced labour within our supply chain.

All staff are employed under an Enterprise Bargaining Agreement that has been approved by the Fair Work commission. We also have a flexible working policy allowing staff to adjust hours of work to meet personal requirements where the situation arises.

CCS is an equal opportunity employer with a zero-tolerance policy for bullying, harassment, and discrimination.

CCS also has a Safety Management system to ensure staff are working in a safe and healthy environment that is compliant with Workplace health and safety regulation.