



## **CCL Industries Inc. Slavery and Human Trafficking Statement**

CCL Industries Inc. is a Canadian publicly traded company listed on the TSX (Toronto Stock Exchange).

Ethical practices for the global company are issued in a formal document; CCL Global Ethics Guide.

CCL Industries Inc. maintains an independent and confidential global Ethics Hotline for employees to call into or access through Internet. We endeavour to conduct our businesses ethically and with integrity.

Our employment practices ensure we recruit all employees, whether permanent or temporary from reputable sources and we require proof that they are entitled to work within any jurisdiction in which we do business. Our employees are treated with the same respect and care, no matter the jurisdiction.

We respect and obey the applicable laws, rules and regulations in the countries in which we do business. CCL Industries Inc. prohibits forced labour and we do not employ children – anyone under the age of 15. However, we do comply with the local laws, when the law is more restrictive.

CCL Industries determines compensation based on industry standards where we do business, i.e.: minimum wage, statutory holidays, vacation and other benefits beyond the minimum requirements.

We are members of SEDEX and operate in accordance with Ethical Trade Initiative Base Code.

As part of our commitment we expect companies and individuals who supply CCL's worldwide facilities either with materials or services to share our values and take reasonable steps to guard against exploitation within their businesses and supply chains.

Where applicable, as part of our annual QA review of our approved suppliers we are writing them individually to seek assurance that they are taking the necessary actions to demonstrate their commitment to ethical activities.

We do not consider ourselves experts in the area of codes of conduct and what is deemed ethical, however, we will do our best on this subject but, as can be seen regularly in the media, CCL Industries Inc. have concerns that many bad and sometimes illegal practices exist in large corporations where one would anticipate that the industry standards and regulations would be able to readily prevent these issues.

This document constitutes our slavery and human trafficking statement.