

BJ Ball Group Core Labour Policy Statement

BJ Ball Group and its subsidiaries (hereafter referred to as "The Company") is committed to conducting business in a responsible, ethical and lawful manner. We respect the rights of our employees, contractors and supply chain partners, and we are committed to supporting safe, fair and respectful working conditions across our business.

The Company is committed to the following core labour principles:

No Child Labour

The Company does not use child labour. We will comply with all applicable employment laws relating to minimum working age and will not employ young workers in work that is hazardous, unsafe, or unsuitable for their age.

No Forced or Compulsory Labour

The Company does not tolerate forced labour, bonded labour, debt bondage, servitude, human trafficking, deceptive recruitment, or any form of modern slavery. All employment must be freely chosen, and employees must be free to leave their employment in line with their employment agreement and applicable law.

No Discrimination

The Company is committed to providing a workplace that is fair, respectful and free from discrimination, harassment, bullying or intimidation. Employment decisions, including recruitment, training, promotion and remuneration, will be based on skills, experience, performance and business requirements.

Freedom of Association and Collective Bargaining

The Company respects the rights of employees to join, form or not join worker organisations or unions of their choice, and to participate in lawful collective bargaining where applicable. Employees will not be disadvantaged or treated unfairly for exercising these rights.

The Company expects its employees, contractors, suppliers and outsourcing partners to act consistently with these principles. Any concerns relating to child labour, forced labour, discrimination, modern slavery or breaches of worker rights should be reported to Management or Human Resources.

The Company will review this policy as required to ensure it remains current, practical and aligned with our legal, ethical and certification obligations.

Name: Daniel Telfer

Title: CEO NZ

Date: 3rd July 2026

Signature: _____

