



# **Declaration on the Modern Slavery Act**

**for all companies of the HEINZ-GLAS Group worldwide  
for the purpose of concretizing the mission statement and establishing binding  
regulations**

## 1 Principle

The Heinz-Glas Group recognises its responsibility to promote ethical business practices and protect human rights. We condemn all forms of modern slavery, human trafficking and forced labour and are committed to up-holding the highest standards throughout our supply chain and in our business relationships. This statement is made in accordance with the Modern Slavery Act 2015 and outlines the measures we are taking to ensure that modern slavery has no place in our business operations and supply chains.

## 2 Our structure and business activities

The Heinz-Glas Group is a leading global manufacturer of glass packaging and closures for the perfume and cosmetics industry. With production facilities and subsidiaries in several countries, we pride ourselves on delivering innovative and high-quality products that meet the highest standards. Our supply chain includes a variety of suppliers and service providers who provide raw materials, components and services required for our production and distribution of our products.

## 3 Our guidelines

We have implemented a number of policies and procedures to ensure that modern slavery and human trafficking are not tolerated in our business processes. These include:

- **Code of Conduct:** Our Code of Conduct sets out clear expectations for ethical behaviour and respect for human rights. All employees and business partners are obliged to comply with this code.
- **Supplier Code of Conduct:** Our Supplier Code of Conduct obliges our suppliers to comply with the same high standards in terms of human rights, working conditions and ethical behaviour.
- **Risk assessment and due diligence:** We carry out regular risk assessments and due diligence checks to identify and minimise potential risks in our supply chain.

#### **4 Processes to prevent slavery and human trafficking**

We take various measures in our business processes, such as supplier evaluations, contractual assurances from suppliers and regular audits, to ensure that we prevent modern slavery and human trafficking.

#### **5 Risk areas and measures**

We have identified certain areas of our business where there is a higher risk of modern slavery and human trafficking and have taken appropriate measures:

- **Procurement of raw materials:** The procurement of raw materials such as sand, soda and limestone harbours potential risks. We work closely with our suppliers to ensure that these materials come from ethical sources and that no forced labour or human trafficking is involved.
- **Production facilities:** We enforce strict labour standards and safety regulations at our production facilities. We continuously monitor working conditions and ensure that all employees are treated fairly and paid appropriately.
- **Logistics and transport:** We regularly audit our logistics and transport service providers to ensure that they comply with our standards and do not tolerate any form of modern slavery or human trafficking in their operations.

#### **6 Training and sensitisation**

We regularly train our employees to raise awareness of modern slavery and human trafficking and ensure that they are able to recognise and report potential signs.

#### **7 Monitoring and reporting**

We continuously monitor our supply chains and business processes to ensure that our measures to combat modern slavery are effective. Suspected cases or violations of our policies are thoroughly investigated and appropriate action is taken.

#### **8 Forward-looking measures**

The Heinz-Glas Group is committed to continually improving its efforts to combat modern slavery. We will regularly review and adapt our policies and procedures to ensure that they comply with the latest legal requirements and best practice.

## 9 Closing words

The Heinz-Glas Group is committed to upholding the highest ethical standards in all aspects of its business. We will continue to take proactive measures to combat modern slavery and human trafficking and ensure that our business practices are fair and equitable.

This declaration has been approved by the Group Management of the Heinz-Glas Group and is reviewed annually and updated as necessary.

Contact for more information or questions about our Modern Slavery Act statement, please contact: [compliance@heinz-glas.com](mailto:compliance@heinz-glas.com)

<div>DocuSigned by:  FBF900389FB5498...</div> <div>Carletta Heinz (CEO)</div>	<div>DocuSigned by:  F40D7E6362D141E...</div> <div>Frank Martin (CFO)</div>	<div>DocuSigned by:  6FCE06DEE48043A...</div> <div>Christian Fröba (COO)</div>	<div>DocuSigned by:  C01D59DA805045D...</div> <div>Virginia Elliott (CSO)</div>
--	--	--	--