



## Civil Disobedience Policy

This policy is to provide a clear framework for any non violent civil disobedience actions undertaken by the Reflex Group in alignment with our values of integrity, sustainability, and social responsibility.

This applies to all Reflex Group employees, volunteers, and partners involved in advocacy or protest activities related to environmental sustainability, ethical business practices, and community well-being.

### Guiding Principles

- **Non-Violence:** All actions must be peaceful and respectful.
- **Alignment with Reflex Values:** Actions should support our mission to lead in sustainable packaging and ethical business.
- **Transparency & Accountability:** Participants must understand risks and legal implications.
- **Duty of Care:** Reflex will provide training, legal briefings, and safety support.

### Legal & Ethical Compliance

- Actions must comply with human rights standards.
- Participants will receive clear guidance on potential legal consequences.
- Reflex will arrange legal observers and emergency support.

## Civil Disobedience Action Plan

### Step 1: Define Objectives

- Example: Advocate for stricter recycling legislation or oppose harmful industry practices.
- Identify target decision-makers (CEO, government, industry bodies).

### Step 2: Risk Assessment

- Legal risks (trespass, obstruction)
- Reputational risks for Reflex brand
- Employee safety and wellbeing

### Step 3: Training & Preparation

- **Workshops:** Non-violent protest techniques, de-escalation, first aid.
- **Legal Briefings:** Rights and responsibilities under UK law.
- **Logistics:** Transport, signage, communication channels.



## Step 4: Implementation

- Assign roles: Marshals, media spokesperson, legal observers.
- Ensure emergency contacts and medical support are available.
- Activate media strategy to communicate Reflex's values and purpose.

## Contingency Plan: Riot or Violent Escalation

If a peaceful protest or civil disobedience action faces external violence or a riot situation:

### Immediate Safety Protocol

- All Reflex participants must withdraw immediately to a pre designated safe zone.
- Marshals will guide participants calmly and quickly.
- Avoid confrontation with rioters or law enforcement.

### Communication

- Activate emergency communication chain (WhatsApp group or secure app).
- Notify local authorities and legal counsel.
- Inform senior leadership and HR for employee welfare tracking.

### Medical & Welfare

- First aid team to assist anyone injured.
- Arrange transport for vulnerable participants.

### Media & Reputation

- Issue a holding statement emphasising Reflex's commitment to non violence.
- Avoid public commentary until facts are verified.

### Post Incident Review

- Document the incident.
- Provide emotional and legal support to participants.
- Update risk assessment for future actions.

## Step 5: Post Action Review

- Debrief participants.
- Assess impact vs objectives.
- Document lessons learned for future actions.



Signed on behalf of the Reflex Group Ltd.



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