



SUSTAINABILITY POLICY

We, Reflex Etikett, Reflex Flexible Packaging, Reflex Labels, Reflex Label Plus, Reflex Polska, Macfarlane Labels and Webflex (collectively known as Reflex), strive to deliver sustainable solutions. Guided by our values, we engage with our employees, customers, and our suppliers for the benefit of those stakeholders in the wider community and environment in which we work and live.

It is important to Reflex to emphasise the social, economic, and environmental impact on our business in everything we do, and this policy reflects our commitment to ensuring that sustainability is considered through all our business decisions.

Below are some of our sustainability objectives:

- Supporting our employees to be diverse, engaged, motivated and competent – together working towards the sustainable success of our business.
- Deliver sustainable profitable growth while satisfying our ethical, legal and contractual obligations.
- Improve resource efficiency and a sustainable reduction in consumption.
- Assess the environmental effects of the equipment plant and operations.

This Policy is reviewed annually and is available upon request.

Authorised December 2024

Director

Site Operations Manager