

Human Rights Policy

People Come First

At Micplast, our respect for human rights begins with our commitment to treating everyone with dignity and respect. But it doesn't end there.

We believe in the power of technology to empower and connect people around the world—and that business can and should be a force for good. Achieving that takes innovation, hard work, and a focus on respecting others.

It also means leading with our values. Our human rights policy governs how we treat everyone—from our customers and teams to our business partners and people at every level of our supply chain.

With humility, optimism, and an abiding faith in people, we're committed to respecting the human rights of everyone whose lives we touch.

Our Commitment to Human Rights

We're deeply committed to continually assessing our progress and building the lessons we learn into everything we do. We've worked hard to embed a respect for human rights across our company—in the products we make, in the way we make them, and in how we treat people.

Products we make

As a global producer of innovative plastic products, we feel a deep sense of responsibility to make products for people that respects their human rights, empowers them with useful tools, and enhances their overall quality of life. We do that with our uncompromising commitment to people's safety—setting the industry standard for minimizing our carbon footprint.

Our products help our customers express their creativity, and exercise their ingenuity.

We believe in the critical importance of an open society in which information flows freely.

We work every day to make quality products, available to our users in a way that respects their human rights.

We're required to comply with local laws, and at times there are complex issues .

With dialogue, and a belief in the power of engagement, we try to find the solution that best serves our users—experience, their ability to express themselves, and their access to reliable, safe and eco friendly products.

The Way We Make Them

Respect for human rights shapes how we make our products.

Our responsibilities go beyond our facilities and corporate offices: facilities.

They extend to our supply chain, the communities we're a part of, and the planet we all share.

Across our supply chain, we work hand in hand with our suppliers to ensure that every workplace provides a safe and respectful environment for everyone. We do that through mandatory trainings on labor and human rights, regular and independent audits, and an anonymous reporting system in which we investigate every complaint. If a company is not willing or able to meet our high standards, we will no longer do business with them.

We want to be a force for good in the lives of people in our supply chain and their communities. We're proud to work with our neighbors and suppliers to develop new skill sets, start businesses, and advocate for change. In addition to our global educational initiatives, we've partnered with local activists and international human rights nonprofits.

An essential part of our impact on humanity is our effort to protect the planet—in how we design, build, and recycle our products.



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We are envisioning that soon Micplast will run on 100 percent renewable energy, and we're working with our suppliers to make the same transition. Every day, we're making progress on our goal of reaching a closed-loop supply chain that uses only recycled and renewable content. And we've put our innovation and expertise to the task of conserving water, recycle by reusing 100% of scrap material sharing our road map for the future to inspire our industry peers to join us on our environmental journey.

How We Treat People

We've always said Micplast's soul is our people. That's why we're committed to respecting the human rights of everyone whose lives we touch—including our employees, suppliers, contractors, and customers. At Micplast and throughout our supply chain, we prohibit harassment, discrimination, violence, and retaliation of any kind—and we have zero tolerance for violations motivated by any form of prejudice or bigotry. We require our employees to be trained annually on Micplast's Business Conduct Policy, which reflects our commitment to respect human rights and to conduct business ethically, honestly, and in compliance with applicable laws and regulations. We're also deeply committed to the essential work of improving diversity, increasing inclusion, and advancing racial justice—both within our company and through efforts like our Racial Equity and Justice Initiative, which is focused on education, economic equality, and criminal justice reform. Our efforts here are motivated by a strong desire to create a welcoming and supportive environment for all our teams and to help combat discrimination, injustice, and systemic racism. We require every Micplast employee to participate in trainings on unconscious bias, and we're working to improve representation and diversity in positions of leadership and at every level of our company.

Our Commitment to International Human Rights Standards

We're deeply committed to respecting internationally recognized human rights in our business operations, as set out in the United Nations International Bill of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. Our approach is based on the UN Guiding Principles on Business and Human Rights. We conduct human rights due diligence to identify risks and work to mitigate them. We seek to remedy adverse impacts, track and measure our progress, and report our findings. We believe that dialogue and engagement are the best ways to work toward building a better world. In keeping with the UN Guiding Principles, where national law and international human rights standards differ, we follow the higher standard. Where they are in conflict, we respect national law while seeking to respect the principles of internationally recognized human rights.

Transparency and Communication

We want everyone—from our customers to our industry peers—to know about our values and the progress we're making for people and the planet. We track and measure our performance across a range of areas, and we apply the lessons we learn to continually improve. To make sure our progress is as meaningful and impactful as possible, we work with a broad range of groups—including workers' rights advocates and local leaders—and consult with stakeholders that include United Nations bodies, governments, nongovernmental organizations, and the world's leading human rights and labor experts. Our Board of Directors has adopted this policy on behalf of Micplast and is responsible for overseeing and periodically reviewing the policy. Micplast's CEO and General Counsel oversees the implementation of our policy and reports to the Board and its committees on our progress and significant issues.



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We always strive to be an example for others to follow, and to share our progress to accelerate industrywide change. But we also know our work will never be finished— because we believe that if we aren't finding ways to improve, we aren't looking hard enough.