



# Corporate Social Responsibility Policy

RAJAPACK UK

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## Corporate Social Responsibility Policy

### Purpose

This policy describes the commitment of the company and the employees towards society and nature. As part of the RAJA Group, RAJAPACK UK adheres to the commitments set out in the RAJA Group CSR Policy

### Scope

This policy extends to Rajapack Limited (RAJAPACK UK), stakeholders, partners, and suppliers and is reviewed annually by the RAJAPACK UK Managing Director.

## Corporate Social Responsibility in the RAJA Group

The RAJA Group was born from the creation of a company selling new and reused cardboard boxes in 1954. 70 years later, the Group has diversified its activities into the distribution of packaging products, industrial equipment, furniture and office supplies. RAJA stands out for the quality of its products, the excellence of its services, and the proximity to its customers throughout Europe.

We place at the heart of our strategy, our development and our values **the satisfaction of our customers, the quality of our products and the excellence of our services, as well as our commitment to society and sustainable development.**

As a distributor, we provide our customers with solutions that enable them to improve their operational efficiency and reduce their costs, while limiting their impact on the environment. We collaborate with our suppliers to find innovative, efficient and responsible solutions.

We are developing our Group by focusing on management based on **trust and proximity, respect for diversity, and the transmission to our employees of our values of excellence, solidarity and collective work.** We ensure the well-being and safety of our employees; we give meaning to their daily missions by involving them in the commitments made by the company.

Launched in 2000, the Global Compact is a United Nations initiative to encourage companies around the world to adopt a socially responsible attitude by committing to integrate and promote several principles relating to human rights, international labor standards, the environment and the fight against corruption. **By joining the United Nations Global Compact in 2020**, RAJA is committed to promoting this international initiative and the 10 principles that stem from it.

Our CSR policy is structured around 5 commitments:

1. Ensure the traceability of our activities and promote CSR issues in our value chain to our stakeholders
2. Provide our customers with the best solutions through increasingly responsible and sustainable products
3. Reduce the environmental impact of our activities, in particular on climate change, and optimize resource management
4. Promote the human development of our employees and invest in talent
5. Ensure responsible governance of our activities in the regions where we operate and with the communities

1/ Ensure the traceability of our activities and promote CSR issues in our value chain to our stakeholders.

This commitment is reflected in:

- The integration of CSR criteria in the choice of our suppliers and the products we reference
- The evaluation of our suppliers on CSR criteria. Every year, we evaluate the suppliers representing 80% of our purchases and implement corrective and continuous improvement plans with them.
- The identification of major risks and associated control actions, in connection with the social and environmental issues of the products purchased, at each stage of their life cycle.
- Raising awareness of CSR among our stakeholders: in particular suppliers, Raja employees, customers

This commitment is supported by the RAJA Group's "**Responsible Purchasing and Sustainable Development Charter**" which integrates CSR as a supplier selection criterion, and by the "**RAJA Group Ethics Charter**" which underlines the importance of CSR vis-à-vis customers, suppliers and other stakeholders, in particular by requiring the respect of ethical commitments on the part of suppliers.

2/ Provide our customers with the best possible solutions through increasingly responsible and sustainable products.

This commitment is key for RAJA, which places **the satisfaction of its customers and the quality of its products and services** at the heart of its values, with the ambition of becoming the preferred partner of companies for their purchases and their responsible supplier of reference.

In concrete terms, this translates into a constant desire to improve the quality of products and services, while playing a leading role in the ecological transition. We work in close partnership with our suppliers to develop new and ever more responsible solutions.

Thus, twice a year, we develop our product ranges according to the following principles:

- **Promote local sourcing:** 91% of the products distributed by RAJA come from Europe
- **Strengthen the ranges of products made from bio-based and renewable materials (mainly paper and cardboard), requiring fewer raw materials, integrating recycled, reusable or recyclable materials, and/or bearing an environmental label (FSC, PEFC, Ecolabel):** 48% of the group's sales are made on references with at least one responsible attribute.

Our responsible purchasing strategy is based on 4 levers:

1. A unique breadth of range, especially in terms of cardboard boxes, which allows our customers to always find the ideal format for their needs, thus reducing the void in the parcels and the weight of the packaging.
2. Offering alternatives to single-use plastic whenever possible.
3. The development of environmental certifications, in particular the FSC and PEFC labels, which guarantee sustainable forest management.
4. Product innovation, in particular promoting reuse and the circular economy

3/ Reduce the environmental impact of our activities, in particular on climate change, and optimize resource management.

This commitment is reflected in 4 major initiatives:

1. **Act on climate change:** The Group conducts Greenhouse Gas (GHG) assessments to assess its carbon footprint. RAJA committed to the Science Based Target initiative (SBTi) in May 2024, with the goal of defining and submitting short-term carbon emission reduction targets within 24 months. Our transition plan is currently under construction. To do this, we rely on the Global Compact's Climate Ambition Accelerator.
2. **Fight against imported deforestation:** Given the weight of paper and cardboard in RAJA's business, ensuring the traceability of raw materials throughout its value chain and ensuring that the products we distribute do not contribute to imported deforestation is a key point of exchange with suppliers. We also promote sustainable forest management labels such as FSC or PEFC in our ranges.
3. **Optimize resource utilization:** The optimization of resource management includes the optimization of energy, water and material consumption, the reduction of waste and the prevention of pollution. The Group is also working to reduce the impact of its communications, in particular by reducing the printing of catalogues and moving towards digital. An energy sobriety plan has been put in place, promoting energy efficiency, the replacement of fossil fuels with green energies, the improvement of processes, and carbon sequestration.
4. **Preserve Biodiversity:** RAJA's environmental commitment is not limited to the climate, but also includes safeguarding biodiversity and protecting ecosystems.

4/ Promote the human development of our employees and invest in talent

RAJA is an independent group, which is committed to the long term, and to playing its role as a responsible employer. This commitment is manifested by the desire to attract talent, develop skills, and retain employees.

The Group follows 3 key principles:

1. **Promote diversity and social advancement:** RAJA is committed to enabling all workers to access skills development, training and apprenticeships, as well as career advancement opportunities, on a fair and non-discriminatory basis. Particular attention is paid to the diversity of teams, at all levels of the organization. International mobility opportunities in the group's subsidiaries are also offered to employees.
2. **Promote well-being at work:** Actions are carried out in each subsidiary, according to its size, to improve the quality of life, well-being and health of employees. The Group encourages social dialogue based on listening and trust.
3. **Invest in talents:** By encouraging their involvement, building team loyalty and improving performance. This is reflected, for example, in training programs and individual skills development plans.

5/ Ensure responsible governance of our activities in the regions where we operate and with the communities

This commitment is based on 2 major levers:

1. **Ethical Business Conduct and Anti-Corruption:** The RAJA Group is committed to a policy of zero tolerance for any form of corruption. It has set up an anti-corruption system at the group level. Based on the risk mapping, an Anti-Corruption Code of Conduct has been put in

place to provide clear definitions, rules and guidelines to combat this scourge. It is addressed to all employees of the group and is annexed to the internal regulations. It is also integrated into the Group's Supplier Charter. All recurring and/or important suppliers must adhere to the RAJA Group's Supplier Charter.

2. **Community outreach and local development:** The RAJA Group contributes to the development of territories and invests in society by getting involved with communities. This includes participation in the economic life of the territories and contribution to job creation. The Group employs more than 5,000 people in European countries, and has chosen not to outsource the customer relations centres of each of its subsidiaries. The RAJA Group also supports actions in the fields of protection of vulnerable populations, education and cultural development, through the RAJA-Danièle Marcovici Foundation and the Raja-Contemporary Art Collection. In 2024, Raja-Art Contemporain supported 9 initiatives through sponsorship actions:
  - a. Support for creation: Square Analogue, Lafayette anticipations / Raphaël Maman, "mécanique d'un mur"
  - b. Publication support: some of us, artistes contemporains, an anthology
  - c. Exhibition Production Support : Eva Jospin, Selva, Museo Fortuny, Venice, Italy
  - d. Support for the scenography of the exhibition« de plain-pied » : Xavier Veilhan – Frac des Pays de la Loire, Nantes
  - e. Support for the transport of a work: Kokou Ferdinand Makouvia – Palais de la Porte Dorée
  - f. Donation of materials: Ateliers « Prêts, Partez, Emballez ! » – Frac Grand Large, Dunkerque
  - g. Collection RAJA x Tamaya Sapey-Triomphe

## Corporate Social Responsibility in RAJAPACK UK

All elements of the Group CSR policy are applied within RAJAPACK UK with group policies and processes relating to CSR robustly applied throughout the local operation. To bring this to life at a local level RAJAPACK UK supports its team and leadership to become socially accountable to itself, its business partners, the environment, stakeholders, and the community. All elements of the Group CSR policy are applied within RAJAPACK UK

This localised policy allows us to realise the impact we create as a subsidiary of the RAJA Group and on our society, stakeholders and local community and is supported by 4 key principles:

1. **Our Focus on People**
2. **Rights of Workers**
3. **Commitment to the Law**
4. **Our Commitment to minimising the negative impacts of business.**

### Our Purpose and Mission

As a subsidiary of the RAJA Group;

***“At RAJAPACK UK our purpose is to build relationships based on trust, collaboration, and community spirit.***

***We are passionate about making a lasting impression with the smallest footprint.***

***We believe in doing the right thing today to create a sustainable tomorrow”***

And our mission is:

*“To exceed the packaging and workplace expectations of UK businesses by delivering excellence through unrivalled product quality, and choice, available on next day delivery, and underpinned by exceptional customer service and product expertise”*

Our quality promise is underpinned by our compliance and certification with ISO9001.

## Our Values

Underpinning our mission there are 5 Company values that determine the way we go about doing business.

1. **Customer** - Our business is built on customer satisfaction and loyalty. We want our customers to love working with us, and actively recommend us to others.
2. **Do the Right Thing** - We are honest and open in our communications; we always respect our colleagues and customers. We have a reputation for valuing integrity
3. **Be Accountable** - We take personal responsibility for what is in our control, and we are happy to be accountable for our results
4. **Succeed Together** -We achieve more when we work together towards common goals. We are open and challenging whilst supporting each other.
5. **Be the Best** -We always seek to be the best we can be. We strive to fulfill our potential and feel rewarded by doing a great job every day.

RAJAPACK UK is committed to ‘**Do the Right Thing**’ and act as a good corporate citizen, to achieve this, we apply the following policies, and principles, and we will observe the laws and regulations of the country in which we operate, we will:

- Apply the commitments outlined in the RAJA Group Corporate Social Responsibility policy to our everyday work.
- Act daily to respect the principles of the UN Global Compact which the RAJA Group subscribed to in 2020
- Contribute to economic, social, and environmental progress to achieve sustainable development
- Respect the human rights of those affected by our activities, and within our local community
- Encourage human capital formation by providing training and career advancement opportunities for employees
- Apply good corporate governance practices
- Promote employee awareness of and compliance with RAJA Group and UK policies and procedures
- Refrain from discriminatory or disciplinary action against employees who act as “whistle-blowers” in good faith
- Encourage business partners including suppliers and sub-contractors to apply principles of corporate conduct compatible with the RAJA Groups ‘Responsible Purchasing and Sustainable Development Charter’ and the RAJA Group ‘Ethics Charter’
- Abstain from any improper involvement in political activities

## 1. Our focus on People:

Our people are what makes our business and, while our targets focus on our external environments, we strive to create a positive work environment where our people have access to training, support, safe working, and a work-life balance that enables them to live healthy lives. We also ensure the highest standards of compliance and governance are met so everyone is paid fairly and appropriately.

### Positive Work Environment

The Company is committed to creating a harmonious and safe working environment, which is free from harassment and bullying and in which every employee is treated with respect and dignity. The Company strives to ensure that the different experiences, abilities, and skills of each individual are valued by others. Inappropriate behaviour should be challenged. It is the Company's intention to encourage everyone to always behave in a proper manner.

RAJAPACK UK is committed to ensuring that individuals do not feel apprehensive because of their race, religion or belief, disability, sex, sexual orientation, pregnancy or maternity, gender reassignment, marriage or civil partnership, age, or because of being subjected to any inappropriate behaviour.

All employees can expect to:

- be treated with dignity, respect, and courtesy
- be able to work, free from unfair treatment, bullying, harassment, or victimisation
- be valued for their skills, abilities, and experiences

All employees are expected to:

- treat all employees with dignity, respect, and courtesy
- contribute towards a positive working culture
- challenge or report unacceptable behaviour
- be mindful of others when expressing views
- cooperate with investigations into harassment and bullying

We will operate a recruitment and selection process free from discrimination and based on the fair selection of the best candidate for the role. Every employee within the business will have an equal opportunity to engage with training and promotional opportunities.

### Our People Credentials

- **Safety Management System** - We are certified and compliant with ISO45001 as a mark of our high standard of health and safety
- **Quality Assistance Programme** – Drives the quality of what we do within our operation, ensuring the team are supported to achieve the required standards.
- **Learning and Development** – We have a robust program of on-line and face-to-face training covering elements from health and safety and compliance through to mental health awareness and soft skills
- **Modern Slavery** – We are compliant with the UK Modern Slavery Act 2015 and ensure we only work with suppliers who meet the same rigorous standards
- **Responsible Purchasing and Sustainable Development Charter** – All of our suppliers sign up to our supplier code of conduct which outlines our expectations with regards to their alignment with our values and expectations. A full CSR self assessment is completed regularly

by our supplier base and on-site assessments are completed annually based on % of spend criteria (see RAJA Group section)

- **Mental Health First Aiders** – We have a team of Mental Health First aiders working within the business to support those who need them
- **Employee Assistance Programme** – We provide an independent and confidential support service so our people can get help, advice or simply have someone to talk to if they are struggling with any aspect of work or life
- **Working in our community** – We actively engage with local educational institutions to promote the learning and development of future generations. We engage in charitable activities to support those less fortunate than ourselves.

## 2. Rights of Workers

We will:

- Respect the right of employees to be represented by trade unions or other representative organizations and engage in constructive negotiation to reach agreement on employment conditions
- Not discriminate between employees or potential employees on the basis of any protected characteristic, physical or neuro diversity, and offering the same employment opportunities, training, career development and promotion prospects to all
- Promote social dialogue and consultation and co-operation between employers and employees and their representatives on matters of mutual concern via RAJA Voice our employee forum
- Provide information to employees and their RAJA Voice representatives on issues relevant to them as well as information on the performance of the Company and the Group as a whole
- Take adequate steps to ensure occupational health and safety in our operations including conducting monthly site safety inspections and engaging employees with regular site safety tours.

## 3. Commitment to the Law

### Conflict Minerals Statement

RAJAPACK UK undertakes due diligence to attempt to determine if 'conflict minerals' are used in our products. Conflict minerals are described as Gold (Au), Tantalum (Ta), Tungsten (W) and Tin (Sn) that are sourced from the Democratic Republic of Congo or adjoining countries from mines controlled by non-governmental military groups.

As part of the RAJAPACK UK process for the implementation of new suppliers, our approval questionnaires request direct confirmation that products we purchase do not contain conflict minerals and a self-declaration is also required that the full supply chain process of the suppliers has been examined to confirm this.

In addition, we have also reviewed our supply base, and in particular suppliers of materials that contain the above-named minerals. We can confirm that there is no indication that any products supplied by RAJAPACK UK contain conflict minerals.

### Bribery

No employee should directly or indirectly offer, promise, give or demand a bribe or other undue

advantage to obtain or retain business or other improper advantage. All offers of bribes from third parties must be reported to the RAJA senior management.

All RAJAPACK UK team members are provided anti-bribery and corruption training and, as the subsidiary of a French Company we are governed both by UK law and Sapin II.

A full RAJA Group Anti-Corruption Code of Conduct and Whistleblowing policy. RAJAPACK UK is committed to a policy of zero tolerance of all forms of corruption and has expressed its commitment by joining the UN Global Compact whose 10<sup>th</sup> principle invites companies to *'work against corruption in all its forms, including extortion and bribery'*.

### Disclosure

We are committed to disclosing information on our activities in accordance with the Listing Rules of the Financial Services Authority.

All disclosed information of both a financial and non-financial nature will be accurate, and disclosure will be made on a timely basis.

### Consumers

RAJAPACK UK will act in accordance with fair business, marketing, and advertising practices and ensure the safety and quality of goods provided to consumers, in addition we will:

- Ensure that products meet all agreed and legally required standards for consumer health and safety
- Provide accurate and clear information on content, safe use, maintenance, storage, and disposal
- Address and resolve consumer complaints in a timely manner, applying principles of continuous improvement and ensuring mitigation of risk at a root cause level.

### Anti-Slavery Statement

This statement, made pursuant to section 54(1) of the Modern Slavery Act 2015, sets out the approach taken by RAJAPACK UK to understand all potential modern slavery risks related to our business, and the actions undertaken to mitigate any such risks.

Our supply chain consists of UK, European, and Global suppliers of packaging products and workplace equipment.

We are committed to delivering high standards of corporate governance and a key element of this is managing in a socially responsible way, we aim to employ the highest ethical and professional standards and always comply with all local laws and regulations applicable to our business.

We are committed to preventing slavery and human trafficking in our business activities and our supply chains and this commitment is emphasized in our employee training programs and company policies. We also expect the same high standards which we set for ourselves from those parties with whom we engage, such as our suppliers and customers.

We do not employ key performance indicators in relation to slavery or human trafficking as any instance would be expected to be a breach of law, our supplier standards, and our company policies.

#### 4. Our Commitment to minimising the negative impacts of business

##### Environment

We have a separate Environmental Policy which covers all aspects of our environmental impact and commitments to reduce and minimize the impact we have on the environment. We will take account of the need to protect the environment and promote public health and safety, and we will conduct our activities to promote sustainable development, in addition we will:

- Establish and maintain a system of environmental management, which collects and evaluates information on environmental and health and safety impacts of activities and then set and monitor targets for continuous improvement
- Maintain contingency plans for preventing, mitigating, and controlling environmental and health damage including accidents and emergencies
- Recycle or re-use wherever possible waste from operations. If this is not possible then waste will be disposed of safely
- Ensure that the consumption of energy and other resources are minimized
- Develop products that have no undue environmental impact, are safe to use, are efficient in their consumption of energy and natural resources and can be reused, recycled, or disposed of safely
- Apply the 5Rs of packaging (Recycle, Reduce, Reuse, Replace and Renew) to customer audits, supporting and educating our customers in line with our values and their ESG commitments
- Ensure that products conform to the relevant legislative requirements
- Provide training to employees in environmental and health and safety matters including the handling of hazardous materials and the prevention and reporting of environmental accidents and near misses.

Signed on behalf of Rajapack Ltd



Signed .....

Date: 10<sup>th</sup> December 2025

Tom Rodda - Managing Director