

# Modern Slavery and Human Trafficking Statement

## About us

*Guala Closures Group is the world leader in the production of non-refillable closures and in anti-counterfeiting technologies, with over 14 billion closures sold each year.*

*Our technological innovation has provided spirits manufacturers with solutions that make the counterfeiting of packaging increasingly difficult, enabling them to protect their brand image.*

*We are committed to maintaining the highest ethical standards, and to maintaining and improving global policies and processes to avoid any potential complicity in human rights violations related to our operations or supply chain.*

## Our Policies

*In order to promote ethical business practices Guala Closures Group have implemented a global policy framework. These policies apply to all our plants and operations and are intended to create core values for all parties including employees, customers, suppliers, shareholders, investors and local communities. Our Company behaviour is driven by the three dimensions of our corporate responsibility including social, environmental and economical.*



# **Modern Slavery and Human Trafficking Statement**

## **Our principles related to slavery and human trafficking**

*Our commitment to human rights, including our position on forced labour, involuntary labour, child labour, and human trafficking, is outlined in our Global Code of Conduct, Global Human Resources policy and Global Ethics and Social Policy.*

*Our principles related to human rights are:*

- We are opposed to the use of any form of child labour or practices that inhibit the development of children.*
- We believe that all employment should be freely chosen and commit to refrain from any form of forced or involuntary labour.*
- We are committed to respecting and protecting the rights of our employees, those employed in our supply chain, and those affected by our operations.*
- We are committed to providing a safe and suitable working environment, free of discrimination.*
- Every employee will have a legitimate contract of employment which guarantees minimum wage appropriate to their location.*

## **Governance & Responsibility**

*Whilst the Global policies will be set at Group level, it is the responsibility of each Guala Closures employee to ensure the policies are applied in practice and any concerns are reported at the earliest opportunity.*

*Global policies will be reviewed periodically and updated where a change in legislation impacts our Company practices.*

## **Future Actions**

*It is our intention to drive the visibility, knowledge and awareness of modern slavery within the workplace by educating employees and people managers.*

*Furthermore, our suppliers will be made aware of our Global Code of Conduct to ensure they met the standard we have set for human rights management within Guala Closures Group.*

*We will commit to continue our audit activity to understand practice and verify our compliance with our Global policies.*

*We commit to reviewing this statement at the start of each financial year to ensure it remains relevant and effective.*

  
**F. Bove**  
( Chief Operating Officer )

  
**M. Giovannini**  
( Chairman )