

Labor and Human Rights Statement

Introduction

At Plasel Plastic Ltd. ("Plasel" or the "Company"), we are committed to upholding the highest standards of labor rights and human rights throughout our operations. Our dedication to creating a respectful, positive and inclusive workplace is reflected in the policies, procedures, and frameworks that govern the topic of work, occupational health and safety, and human rights at the company. We embrace, in theory, the predominant international frameworks and principles governing these topics such as: the [International Labor Organization's \(ILO\) Declaration on Fundamental Principles and Rights at Work](#), the [United Nation's \(UN\) Universal Declaration of Human Rights](#), and the [UN Guiding Principles on Business and Human Rights](#).

This statement is relevant for our employees, senior managers and suppliers, and we engage in active dialogue with them to ensure that their views, opinions and concerns regarding our policies and initiatives on the topic are acknowledged.

Our Commitments

We prioritize the well-being of our workforce by ensuring their occupational health and safety according to all of the relevant regulatory requirements and beyond them, including by performing risk assessments, implementing emergency response plans, and by providing regular training to ensure employee safety. We comply in all material respects with ISO 45001:2018 (OHSAS18001:2007). Furthermore, our commitment to working conditions includes fair compensation, parental leave and other family benefits, flexible work options, and retirement benefits.

Regarding labor relations and career management, we work to ensure that our employees' needs are met by providing them with ample career development opportunities and promoting internal mobility within the company.

We are committed to safeguarding human rights by preventing child and forced labor. We actively promote diversity, equality, and inclusion, and strongly forbid all forms of discrimination and harassment based on race, color, religion, gender, sexual orientation, gender identity, national origin, age, disability, or any other protected characteristic. We work to raise awareness by making our policies accessible in our employees' native languages, and by conducting regular awareness training. Employees can submit their questions or concerns directly to our Head of Human Resources (HR).

Our Expectations of Suppliers

We expect our suppliers to comply with our health & safety, labor and human rights commitments in all material respects. We prioritize work with suppliers that have implemented an established occupational health & safety management system, such as ISO 45001, and those that put the safety of their workers first. Furthermore, we intend to examine our suppliers for the existence of fair labor conditions, respect for human rights, prohibition of forced labor, anti-harassment and anti-discrimination procedures. All of our suppliers stand in compliance with the regulatory requirements governing employment in their countries of operation. Overall, we believe that our approach to continuous improvement should extend to our suppliers, with the goal of fostering a better and safer work environment for all. This aspect of our expectations is implemented by our Quality & Sustainability Manager, who is also responsible for managing procurement.

Implementation of This Statement

Our Head of HR is responsible for oversight and improvement of this statement and our policies as they relate to our employees. Our Quality & Sustainability Manager is responsible for implementing this policy and the related expectations among our suppliers. We are dedicated to continuous improvement and encourage our employees and other relevant stakeholders to report any grievances, concerns or questions regarding this statement or any of our policies. Grievances can be submitted either directly to their contact person at the company or at plaselhr@gmail.com and will be addressed and treated with full seriousness, according to the circumstances and in adherence to our established policies and procedures.

Signed by

Efrat Ben Horin –Partner CEO



Carmel Eraz - Chairman & Partner CEO



Plasel Plastic Ltd

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