

Nexgen Packaging LLC's Statement on Anti-Trafficking and Modern Slavery

This document discloses Nexgen Packaging's policies and actions relating to slavery and human trafficking in business and the supply chain.

As detailed below, Nexgen Packaging has developed and issued a code of conduct that states that we prohibit human trafficking or slavery in our supply chain. Nexgen Packaging defines slavery per the ILO Declaration on Human Rights. Nexgen Packaging defines human trafficking as the action or practice of illegally transporting people from one country or area to another, typically for the purpose of forced labor.

1. Nexgen Packaging LLC was established in 2006 and sells brand identification and packaging for retailers, apparel brands and their global manufacturing base.

As a family-owned business, we believe that the next generation merits a healthy planet. Nexgen strives to integrate practical, sustainable actions into all of our business operations. We have been committed to improving labor rights and working condition in our supply chain and collaborate with top organizations to stay up to date with global regulations.

2. Nexgen Packaging practices risk assessment in our supply chain by conducting audits of suppliers to evaluate compliance with our company standards to prevent trafficking and slavery in supply chains.

Our audits are performed by internal Nexgen compliance team as well as third party auditors to Sedex SMETA Pillar 4 audit standards. We also conduct audits per requests of our retail and footwear customers using auditors such as Intertek, Elevate, SGS, Bureau Veritas, and Open View. We work on continuous action plans for any improvements identified in the audit in regard to labor standards, health and safety, management systems, entitlement to work, subcontracting, and environmental issues. Nexgen Packaging does not believe that slavery or human trafficking exists in our supply chain.

3. Nexgen Packaging has set forth policies to address human trafficking and slavery in our supply chain.

We have developed and issued a code of conduct to our direct suppliers that states that we prohibit human trafficking and/or slavery in our supply chain. If evidence of human trafficking or slavery is found, we contact local organizations to assist those workers. We would suspend business immediately with these suppliers. Nexgen Packaging is dedicated to working with suppliers on less severe compliance areas and believe in continuous improvements methods with our supply chain.

In the case of non-compliance, Nexgen Packaging reserves the right to examine the specific situation and develop the best possible strategy for resolution. If cases of non-compliance are not resolved within a timely manner, Nexgen Packaging may terminate the business relationship. While Nexgen Packaging wishes to aid in the resolution of incidences of human trafficking and slavery within Nexgen Packaging's supply chain, it is not possible to effectively solve the issue of noncompliance without the cooperation of the supplier.

4. Nexgen Packaging has received certification from direct suppliers that materials comply with the slavery and human trafficking laws of the countries in which they are doing business.

This is done through facility inspections and Nexgen Packaging's Business Code of Conduct.

5. Nexgen Packaging maintains and enforces internal accountability procedures for employees and contractors who fail to meet company standards to prevent the incidence slavery and human trafficking in its supply chain.

Nexgen Packaging practices due diligence in maintaining these standards. Employees may report suspicion of slavery and human trafficking in the supply chain to human resource team and/or Nexgen compliance team.

6. Nexgen Packaging conducts internal training on Nexgen Packaging's code of conduct to ensure the necessary participants in supply chain management are knowledgeable and aware of the issues and concerns surrounding the supply chain, including human trafficking and slavery, with a particular focus on mitigating risks.

Nexgen Packaging also encourages employees involved in our supply chain to participate in external training programs and seminars on social compliance issues, human trafficking and slavery.

7. Nexgen Packaging conducts a continuous analysis of the effectiveness of our human trafficking and slavery eradication efforts. So far, no known cases human trafficking and slavery have been found in our supply chain.

In compliance with the UK Modern Slavery Act of 2015, California Supply Chain Transparency Act, and Australia Modern Slavery Act this statement has been approved and signed by the below individuals which covers our fiscal year January 1, 2024 December 31, 2024

Andy Effron, Chairman of Nexgen Packaging

Signature:



Robert Loop, Chief Strategy Officer of Nexgen Packaging

Signature:

