

## Human Rights Policy

The goal of a Human Rights Policy is to establish a clear commitment on human rights and express the company's approach to human rights risks and opportunities

Aptar derives from the Latin word **aptare**, which means to adapt and to prepare. We adapt to changing times to ensure our employees, customers and their products stay relevant, and at the same time ensure our employees are developed and prepared to contribute to business success.

Human Rights are at the heart of sustainability. Believing in the self-worth of everyone is a pillar of our core values where human capital is the most valuable asset we have. Our commitment to Human Rights is evidenced in our Core Values:

- We respect and trust people.
- We believe in the self-worth of individuals regardless of their status.
- We strive for relationships that are based on openness, honesty and feedback.
- We promote teamwork and cooperation at all levels.
- We challenge people to develop their potential and to take initiative.
- We practice business relationships that are based on responsibility and on long-term and mutual interests to all stakeholders.

There is no sustainable development in the absence of Human dignity. Relative to a virtuous circle, Human Rights are driven by progress on Sustainable Development, and Sustainable Development goals are driven by advancements on Human Rights.

Aptar respects and supports the dignity of all internal and external stakeholders.

### Commitment

Aptar abides by the laws in the countries and markets in which we operate. Aptar is committed to doing our part to provide peace, dignity and equality in the world. We respect that all employees are entitled to their rights of freedom and are equal before the law and entitled without any discrimination to equal protection of the law.

In line with the UN Guiding Principles on Business and Human Rights, we base our human rights policy commitment on the International Bill of Human Rights (consisting of the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights). We are committed to respecting all internationally recognized human rights as relevant to our operations.

We expect our suppliers, vendors and partners to act in accordance with our principles.

### Approach

Our approach to human rights is reflective in how our products, business activities and operations may impact stakeholders both positively and negatively. Some of the key areas included in our focus are, but not limited to:

- Environmental Health and Safety
- Land and waste
- Women's Rights and empowerment
- Fair and Safe Work environment

## **Our Human Rights Considerations**

Aptar values its employees and customers. We strive to promote an environment where individuals respect and trust each other and where there is protection from discrimination, harassment or unsafe practices.

### *Modern Day Slavery and Human Trafficking*

Aptar prohibits the use of forced labor, child labor, human trafficking and modern day slavery. We are committed to wider efforts to prohibit and eliminate such practices from our global supply chains by communicating our policy to all suppliers and taking all reasonable action to ensure compliance.

### *Equal Opportunities*

Aptar is an equal opportunity employer and bases its recruitment, employment, compensation, development and promotion decisions solely on a person's ability and potential in relation to the needs of the job, without regard to gender, age, religious belief, sexual orientation, race, ethnicity, national origin, disability, pregnancy/maternity status or any other characteristic protected by local, provincial, state or federal regulation or law.

Aptar makes reasonable job-related accommodations for any qualified employee or employee with a disability when notified by the employee who needs an accommodation.

### *Harassment*

Aptar is committed to a workplace that is free from sexual, racial, or other unlawful harassment, and from threats or acts of violence or physical intimidation. Abusive, harassing or other offensive conduct is unacceptable, whether verbal, physical or visual.

Any person who believes that they have been harassed or threatened with or subjected to physical violence in, or related to, the workplace can report the incident to an appropriate supervisor or Human Resources or the Aptar Legal Department, who will arrange for the incident to be investigated. All efforts will be made to handle the investigation confidentially. This applies to all work related interactions whether they take place on Company premises or off-site and whether they take place in person or virtual. Employees can also contact the Aptar Ethics Point Hotline, at <https://aptar.ethicspoint.com> or +1-855-866-3869, to report suspected harassment or other unethical behavior

### *Due diligence*

We understand that human rights require particular attention at certain stages of our business activities. In addition, in certain countries where we operate, there may be particularly high numbers of or systemic human rights concerns. We address these risks through our due diligence policies and procedures.

## **Governance**

Human rights at Aptar is part of our strategy and is implemented through a number of policies and procedures. The ultimate oversight of human rights at Aptar is the responsibility of our CEO and Executive Committee. Operational oversight of human rights is managed by Human Resources, in addition to our executive leaders across our business segments.

Aptar provides grievance channels for employees, through our Ethics Hotline, to report concerns about human rights and other ethical concerns. Through this channel, employees will receive response, remedy and supporting resources.

*Training*

Aptar includes human rights criteria in its compliance training.

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