



## CODE OF ETHICS AND BUSINESS CONDUCT

**“Building Partnerships in Packaging.”  
We Respond, We Perform, We Care, We Lead**

80 Midair Court Brampton, ON L6T 5V1  
TEL (905) 789-8787 FAX (905) 789-7518 [Royal Containers Ltd.](#)  
400 South Edgeware Rd  
St. Thomas Ontario,  
N5P 3Z5 TEL (519) 681-1370 FAX (519) 681-9369



## **Code of Ethics and Business Conduct**

Royal Containers LTD. must be executing an exceptional demonstration of social responsibility. Suppliers who work with Royal Container Ltd. to provide goods, including but not limited to raw materials and sub-assembled items, MUST adhere to the following social responsibility criteria:

- We do not enforce or utilize child labour or forced labour of any kind;
- Comply with workplace Health and safety guidelines as identified by Canadian (Federal) and Ontario (Provincial) governments;
- We do not tolerate discrimination of any kind;
- We do not condone illegal disciplinary actions, harassment of employees, or discrimination based on race, gender, ethnic origin, religious belief or sexual orientation, or on any other characteristic protected by law;
- We provide employees with proper working hours with lunches and breaks when applicable, as well as provide proper compensation for their work; and
- Do not condone or participate in corruption or bribery of any kind.

By signing this code of Code of Conduct, I hereby acknowledge that Royal Containers complies with all required social responsibility criteria.

Royal Containers,

*Martin Todd – Director of Quality & Safety*

A handwritten signature in black ink, appearing to read 'Martin Todd', is written over a horizontal line.

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