
Social Responsibility Policy

04-07-24

PURPOSE To provide an overview of the principles and approach to social responsibility and ethical business practices at Bonson.

POLICY
(What to do
& who does it)

Bonson's social responsibility approach starts with looking after its own employees with integrity, fairness and family values.

Social responsibility also extends beyond our staff and their families to other personnel directly and indirectly involved with the organisation from the local and wider community to ensuring ethical practices with the global supply chain.

Guidance on the scope and approach to social responsibility and business ethics at Bonson is provided through the following specific objectives.

Social Responsibility and Business Ethics Objectives

- Bonson/Savpac are committed to the welfare of our employees and assisting where practical in their development and wellbeing. The health and safety of all staff and every person we interact with is paramount and our management systems address this for all aspects of operation.
- Bonson/Savpac will develop additional policies as needed to ensure the ongoing safety and wellbeing of staff and visitors during the COVID-19 pandemic.
- Employees are encouraged to be part of the Team and speak up with any improvement opportunities which will be actively pursued. This includes any complaints or grievances which will be addressed with due consideration and respect. Communications can be either directly to the relevant Supervisor or Manager or to any member of the Management team, including the CEO.
- Bonson/Savpac ensure ethical recruitment is undertaken and that equal opportunities and non-discrimination are practised in all aspects of our activities both internally and externally.
- Human rights are respected and valued, and company human resource policies provide proper guidance on all employment matters and working conditions in line with legislative requirements and company values. Employees are free to join Unions or associations that have their best interest at heart.
- Violence, bullying or harassment will not be tolerated, and any identified instances will be promptly addressed.
- Supplier partnering and procurement is undertaken with reputable organisations only, ensuring no links to child labour, forced recruitment or other unacceptable practices.

- Bonson/Savpac will not engage in any form of bribery, corruption or fraud. Our integrity is paramount, and this is a key company value. Any actual or potential issues identified must be raised immediately to management who are to inform the CEO who is responsible for action.
- All employees, agents, officers of Bonson/Savpac shall disclose all real, potential or perceived conflicts of interest that they discover or that has been brought to their attention in connection to business activities. This covers normal business activities, one-off supply, project, deed, contract or other non-standard activities. A conflict of interest can arise when independence, objectivity or impartiality can be called into question. The CEO is to manage any identified conflicts of interest, by immediately notifying all relevant parties in writing and working with the relevant parties to either remove those conflicts or mitigate them in an acceptable and transparent manner.
- Environmental aspects and their impacts are assessed and minimised across the range of business activities and sustainable practices are incorporated into our integrated management systems, including development or involvement in improvement initiatives.
- Marketing strategy and actions promote environmental and social responsibility in relation to the use, recycling and life cycle management of our products.
- All manufactured products are to be clearly labelled with the recycling code.
- Commitment to the highest standards of quality and food safety ensure the end user of our products enjoy safe, convenient and practical ways to consume and store food and liquids.
- Products and service meet social demand and business activities do not have any undue (negative) societal impacts.
- Bonson/Savpac are seen to be socially responsible and ethical in our business operations and specific objectives and initiatives are raised and implemented where practical. These are to be incorporated into the setting and review of company Objectives and Targets.
- Bonson/Savpac also commit to giving back to the local and wider community through sponsorships, donations and other initiatives. The scope of these initiatives is managed by the CEO and Board.