

Nadder Holdings Ltd Social and Ethical Responsibility Policy

Introduction

At Test Valley Ltd, Protega Global Ltd, Hexcelpack UK, and Protega DE GmbH, we are committed to conducting our business in a manner that protects and promotes the welfare of individuals, communities, and society at large.

We subscribe to the SEDEX Code of Practice and fully adhere to the core labour requirements of FSC-STD-40-004 V3-1. All employees are expected to identify and report any incidents of non-conformance, as well as opportunities for improvement.

Our Commitments:

- Comply with all applicable social and ethical laws and regulations.
- Operate in accordance with the principles of the Modern Slavery Act 2015.
- Conduct all business activities in a socially and ethically responsible manner.
- Promote social and ethical responsibility throughout our supply chain.
- Supply only “DRC Conflict-Free” products—those free from conflict minerals in content and production.
- Do not employ child labour; however, we may offer supervised work experience to individuals under 16 with their legal guardian consent.
- Maintain a workplace free from discrimination of any kind, including in hiring, pay, training, promotion, termination, or retirement.
- Prohibit all forms of abuse, harassment, bribery, corruption, and fraudulent practice.
- Provide all employees with appropriate training on social and ethical responsibilities.
- Make this policy available to all interested parties.

By upholding these standards, we aim to foster a culture of integrity, fairness, and respect in everything we do.

Approved by:

Position



Managing Director

2.5.2025

Date Approved: