

Fundamental Human Rights Policy

(Updated June 2024. See Employee Handbook for more information.)

Fundamental Human Rights

At Diamond Packaging, we are committed to upholding and promoting the highest standards of human rights across all aspects of our operations. As a responsible corporate citizen in the Containers & Packaging industry, we recognize our duty to respect and support internationally recognized human rights principles as outlined by the United Nations Universal Declaration of Human Rights and the International Labour Organization's core conventions. This policy applies to all employees, contractors, suppliers, and business partners associated with Diamond Packaging.

We are dedicated to fostering a work environment that is free from discrimination, harassment, and any form of exploitation. Diamond Packaging strictly prohibits child labor, forced labor, and any practices that compromise the dignity and well-being of individuals. We ensure fair wages, reasonable working hours, and safe working conditions for all employees. Our commitment extends beyond compliance with local laws; we strive to exceed these standards by implementing best practices in human rights due diligence throughout our supply chain.

Furthermore, Diamond Packaging actively promotes diversity and inclusion within our workforce. We believe that a diverse team enriches our company culture and drives innovation. To this end, we provide equal opportunities for employment and advancement regardless of race, gender, age, disability, religion, sexual orientation or any other characteristic protected by law. We also encourage open dialogue and feedback from employees on human rights issues through accessible reporting mechanisms without fear of retaliation.

By integrating these principles into our business operations and corporate governance framework, Diamond Packaging aims to contribute positively to the communities we serve while ensuring that fundamental human rights are respected at every level of our organization.

As an employer in New York State, we are bound by New York State Labor Law which prevents employers from taking adverse employment action against employees who, off-the-job, legally use consumable products or engage in political, recreational, union, and certain other legal activities.

