

Human Rights Policy



Intertape Polymer Group Inc. ("IPG") is committed to conducting business with honesty and integrity in all our operations throughout the world. We are devoted to complying with all applicable laws, regulations, and treaties, and to treating all people with dignity and respect.

Since the inception of IPG in 1981, IPG's culture has been characterized by honor and respect, with which we treat our employees, customers, shareholders, suppliers, other stakeholders and the communities in which we operate. As we deepen our relationships throughout our supply chain, we embrace our responsibility to promote fairness, respect human rights and protect the environment.

This Human Rights Policy is founded on the Ten Principles of the UN Global Compact in conjunction with:

[Universal Declaration of Human Rights](#)
[International Covenant on Civil and Political Rights](#)
[International Covenant on Economic, Social and Cultural Rights](#)
[International Bill of Human Rights](#)

Declaration on Fundamental Principles and Rights at Work

[The ten fundamental conventions of the International Labor Organization](#)
[United Nations Guiding Principles on Business and Human Rights](#)

In keeping with the UNGP framework, where national law and international human rights standards differ, we follow the higher standard. Where they are in conflict, we respect national law, while seeking to respect the principles of internationally recognized human rights.

Ethical Business Conduct

This Human Rights Policy reflects IPG's broader commitment to ethical business practices, which is embodied in IPG's Code of Business Conduct and Ethics along with our Discrimination, Harassment and Retaliation Policy and Whistleblower Policy. These guidelines serve as the cornerstone of IPG's business ethics and compliance initiatives and require IPG's employees, officers, directors, and third-party representatives to conduct business fairly, honestly and in compliance with all applicable laws, rules, and regulations, including those protecting human rights. It is our expectation that our suppliers, consultants and other third parties share these values and will work with us to support the requirements of this policy throughout our shared value chain. Through proactive due diligence we seek to identify and act on opportunities to improve social and environmental impacts in our own operations, our products and services, and our business relationships. IPG has appropriate mechanisms in place to facilitate reporting of possible violations. Alternatives to reporting via the [Confidential Ethics Line](#) are listed within the [Code of Business Conduct and Ethics](#).

Protection of the Rights of Workers

IPG is an Equal Opportunity Employer committed to providing its employees with a safe, non-discriminatory work environment that promotes open and honest communication and embraces dignity, respect and diversity in all aspects of its business operations. Our commitment to human rights applies globally including our wholly owned operations, our business partners, including supply chains and our products. IPG will seek to use its sphere of influence to promote human rights.

We prohibit discrimination and harassment on the basis of race, ethnicity, gender identity or expression, religious creed, national origin, ancestry, physical appearance or disability, mental disability, medical condition, genetic information, marital status, sexual orientation, military and veteran status or political opinion of any person. Distinction, exclusion or preference limiting equality of opportunity based on these qualities is not tolerated.

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IPG believes that people should work because they want or need to, not because they are forced to do so. We support the elimination of all forms of slavery and servitude including child labor. We prohibit the use of forced, bonded or compulsory labor, forcible indentured labor and prison labor as well as human trafficking, fraud, corporal punishment and other activities that are known to lead to uncompensated or coerced labor.

Young workers

IPG condemns all forms of exploitation of children and supports the abolition of child labor. IPG, its suppliers and other third parties will not recruit workers below legal minimum working age. Where compulsory schooling is to a higher age, this limit applies. Where apprenticeship programs are in place, juveniles are adequately supervised and do not work overtime, at night, in hazardous operations and this work should not prevent access to education.

Freedom of association and collective bargaining

IPG further supports freedom of association and collective bargaining. We respect workers' rights to join, form or not to join an association of their choice without fear of reprisal, interference, intimidation, or harassment and to collectively bargain.

Safe and healthy workplace

IPG is committed to providing a safe work environment for all workers. Our manufacturing facilities and offices are built and maintained with appropriate building construction, electricity and fire safety, ventilation and lighting systems. Our commitment to safety includes work to eliminate the use of hazardous materials; safe handling procedures are in place where elimination is not yet possible.

Workers and visitors have access to safe water, sanitation and hygiene. Management systems are in place to address health and safety risks including emergency preparedness and response. Workers are active participants in plant safety, and employees are encouraged to report safety concerns without fear of reprisal.

Compensation and Working Hours

We ensure that compensation (wage and benefits) is in full compliance with all applicable laws and is competitive with industry standards. Working hourly rates for overtime are in all cases higher than for normal hours. Workers are entitled to a record of wages and all legally mandated benefits including employer contributions for social security benefits and services.

Workweeks are not to exceed the maximum set by local law. Further, a workweek should not be more than 60 hours per week, including overtime, except in emergency or extraordinary situations. Workers shall be allowed at least one day off per seven-day week except in emergency or in extraordinary situations.

Relationships with Indigenous People

Within the framework of our values, we respect the cultures, customs and values of the people in communities where we operate and take into account their needs, concerns and aspirations. Before buying, renting, acquiring or otherwise accessing land or property, IPG ensures that all affected owners and users of the land or property have been adequately consulted and compensated.

Equality of Opportunity

We recognize, respect, and embrace the cultural differences found in the worldwide marketplace. Our workplace is a meritocracy where our goal is to attract, develop, promote, and retain the best people from all cultures and segments of the population, based on ability. We have zero tolerance for discrimination or harassment of any kind. We also strive to create a diverse, global workforce that represents the communities in which we operate.

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Implementation

This Human Rights Policy is implemented internally through IPG's business ethics and compliance and sustainable sourcing programs, on which all employees are trained, and will remain posted on IPG's website at www.itape.com. Through IPG's commitment to sustainable procurement, these requirements are extended through our value chain.

Governance

This policy has been approved by (SVP HR), who is responsible for its implementation. Executive Management will periodically review and may update this policy to ensure the concerns of vulnerable stakeholders are engaged.