

Sealed Air Ltd. - Modern Slavery and Human Trafficking Statement for Financial Year Ending 31st December, 2024

Introduction

The Modern Slavery Act 2015 (the “Act”) introduced changes in UK law focused on increasing transparency in supply chains. Specifically, large businesses are required to disclose the steps they have taken to ensure that their business and supply chains are free from modern slavery. This statement sets out the steps we have undertaken and are currently undertaking to ensure that slavery and human trafficking are not taking place in any of our supply chains or businesses.

Sealed Air Limited (the “Company”) makes this statement pursuant to section 54(1) of the Act.

Sealed Air Limited’s purpose is to protect, to solve critical packaging challenges and to leave our world better than we found it. It is a vision rooted in sustainability and ethical business practices. It inspires us to continuously strive to develop purposeful innovations that not only fulfill our customers’ needs but also protect products being shipped and improve the security and safety of the food we eat.

The very nature of our business requires a global culture of responsibility and we are committed to acting ethically and with integrity and transparency in all business dealings; and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain. Modern slavery is a crime and a violation of fundamental human rights and Sealed Air Limited has a zero-tolerance approach to this offence. Modern slavery takes various forms including slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person’s liberty by another, in order to exploit an individual for personal or commercial gain.

Our Business, Structure and Supply Chain

Our solutions and systems include Cryovac brand food packaging, Sealed Air brand protective packaging, Autobag brand automated systems and Bubble Wrap brand packaging, which collectively enable a more efficient, secure and less wasteful global food supply chain and enhance commerce through fulfillment and packaging solutions to protect the worldwide movement of goods. Sealed Air Ltd. has approximately 490 employees. Sealed Air serves a diverse global customer base.

Our supply chains include the sourcing of raw materials, packaging components, contract manufactured goods, equipment and other direct materials, such as inks, films and paper principally related to the provision and manufacturing of goods. Our principal raw materials are polyolefin and other petrochemical-based resins, as well as chemicals such as caustic soda, solvents, waxes, paper and wood pulp products.

Our Policies

Sealed Air Corporation is the parent company of Sealed Air Ltd. and has in place a number of internal policies with which all Sealed Air affiliate companies comply. These policies ensure that Sealed Air is conducting its global business in an ethical and transparent manner. Sealed Air’s policies include the following:

1. **Global Anti-Slavery and Human Trafficking Policy.** This policy sets out our zero-tolerance stance on modern slavery and how employees can identify any instances of these practices and where they can report potential non-compliance.
2. **Global Code of Conduct.** This provides the foundational standards of conduct for all aspects of our business and is applicable to all our employees and operations globally. It includes provisions related to, among other things, ethical standards, compliance with laws, safe working conditions and whistleblowing, which encourages employees to raise concerns about issues they are observing or experiencing in the workplace or within our business functions without fear or reprisal. Our Global Code of Conduct also applies to our third-party business partners/suppliers.

No breaches of our policies have been reported within the last twelve months.

Due Diligence and Verification of Supply Chain Risk

We expect all suppliers within our supply chain to comply with our values and standards set out in our Global Code of Conduct. As part of our evaluation process, we may conduct due diligence exercises, when considering engaging new suppliers, and we regularly review our existing suppliers by:

- Performing internal supplier audits or assessments through our own staff or third parties, which may have a greater degree of focus on slavery and human trafficking where these types of risks are identified; and
- Demanding corrective measures in the event the company becomes aware of any actions or conditions not in compliance with our Global Code of Conduct. We may also terminate an agreement with any supplier who does not comply with our Global Code of Conduct or the contractual provisions governing compliance with laws and the provisions set forth in our Global Code of Conduct.

Training

Sealed Air Corporation and its affiliate companies has a robust global compliance training program in place comprised of mandatory training for employees related to the Code of Conduct and Modern Slavery and Human Trafficking Policy.

Performance Indicators and Audits

We are taking the following steps to measure and maintain internal accountability standards and procedures for suppliers who fail to meet company standards regarding slavery and trafficking and to ensure that slavery and human trafficking are not taking place within our business or supply chain:

- Global Suppliers are required to attest to our Global Code of Conduct upon onboarding.
- We require Suppliers to agree to comply with all laws and our Global Code of Conduct as applicable, by way of contractual provisions in our supplier agreements and purchase orders.

This statement is made by Sealed Air Ltd. in accordance with Section 54(1) of the Act and approved in accordance with 54(6)(a) of the Act.

This statement constitutes the Company's slavery and human trafficking statement for the financial year ending 31st December 2024.

Signed by: Karen Kalirai (Director)



Date: 27th May 2025