



Modern Slavery Statement – May 2026

Introduction

This Modern Slavery Statement (the “Statement”) addresses the period from 1 January 2025 to 31 December 2025 and has been prepared to comply with Section 54 of the Modern Slavery Act 2015 (“the Act”). This Statement is made on behalf of Sonoco Products Company (“SPC”) and certain of its subsidiaries which are named below (collectively “Sonoco,” the “Company,” “we,” “our,” or “us”). Information contained on the websites referenced in this Statement is not part of, or incorporated by reference into, this Statement.

Modern slavery encompasses slavery, servitude, human trafficking and forced and child labour. We consider modern slavery, as defined in the Act, as crimes and serious violations of human rights. As a leading global developer, manufacturer and seller of a wide variety of packaging products, Sonoco recognises its responsibility to ensure that our operations and the supply chains supporting them uphold the highest ethical standards. We are committed to acting ethically, with integrity and transparency, and to implementing and strengthening systems and controls designed to safeguard against modern slavery in our business and supply chains.

This Statement sets out the steps we have taken in 2025 to prevent and reduce the risk of forced labour or child labour being used in the production of goods we produce in or import into the UK or elsewhere. It also describes the actions we have taken to identify, address, and mitigate risks of modern slavery (including slavery, servitude, human trafficking, and forced labour) within our global operations and supply chains.

1. Organisation Structure

Sonoco Products Company is a global provider of highly engineered and sustainable packaging solutions serving diverse consumer and industrial end markets within the packaging and containers sector. The Company designs, develops, and manufactures products including rigid paper containers, metal packaging, and industrial paper packaging. Sonoco serves a wide range of industries including food and beverage, consumer packaged goods, healthcare, electronics, textiles, construction, and automotive.

Sonoco is headquartered in Hartsville, South Carolina and employs approximately 22,500 employees across 270 facilities in 40 countries, spanning all major continents. Sonoco’s global operations include manufacturing facilities, recycling operations, distribution centres, and service locations that support its production and supply activities.

Further information about Sonoco businesses can be found in SPC’s Annual Report on Form 10-K, subsequent Quarterly Reports on Form 10-Q, its other filings with the U.S. Securities and Exchange Commission, and its website at www.sonoco.com.

Supply Chains

Sonoco’s supply chain is global, diverse, and multilayered, with suppliers located around the world. The Company relies on a wide range of raw materials, components, equipment, and services to support its global packaging operations.

Key input categories include, but are not limited to:

- Fiber and paperboard (e.g., recycled fiber)
- Metals (e.g., tinplate steel, metal ends)
- Laminates and films (e.g., paper-based laminates, aluminium layers, resin-based films)
- Labels and printed materials (e.g., preprinted labels, printed packaging components)



- Inks, adhesives coatings, and chemicals (e.g., printing inks, functional coatings, processing chemicals)

Sonoco engages a broad spectrum of suppliers, including multinational raw-material manufacturers, regional producers, distributors, and service providers. Our direct suppliers provide the materials used in manufacturing, while indirect suppliers support our operations through equipment, logistics, maintenance, and other facility-related services. In addition to externally sourced inputs, Sonoco produces key raw materials internally through its recycling and paperboard operations.

Sonoco UK Subsidiaries

Sonoco's business in the United Kingdom is conducted through a combination of legacy paper packaging operations (included in last year's report) and its metal packaging segment (which was added following the late 2024 acquisition of Eviosys). The principal UK entities include:

- Sonoco Limited
- Sonoco Cores and Paper Limited
- Sonoco Metal Packaging Group UK Limited, which oversees Sonoco Metal Packaging Holdings UK Limited, Sonoco Metal Packaging UK Limited and Sonoco Metal Packaging Aerosols UK Limited.

In the previous reporting year, Sonoco Holdings UK Limited also reported on behalf of Sonoco Laminar Medica Limited. However, Sonoco Laminar Medica Limited was divested in April 2025 and is thus not included in this Statement.

Sonoco Limited

Sonoco Limited (Company No. 00082196) is a wholly owned subsidiary of Sonoco Products Company (collectively, with its subsidiaries, "Sonoco") and is an integrated packaging solutions organisation that supports the manufacture and supply of industrial and consumer packaging solutions, contributing to Sonoco's broader global operations across multiple sectors.

As of the most recent financial reporting period, Sonoco Limited employed approximately 250 employees across 2 UK facilities and generated an annual turnover of £34.4 million.

Sonoco Cores and Paper Limited

Sonoco Cores and Paper Limited (Company No. 05133800) is a wholly owned subsidiary of Sonoco Products Company (together with its subsidiaries, "Sonoco") and is primarily engaged in the manufacture of paperboard and engineered paper cores and tubes, which are used across a wide range of industries, including paper, packaging, film, textiles, and construction.

As of the most recent financial reporting period, Sonoco Cores and Paper Limited employed approximately 150 employees across 2 UK facilities and generated an annual turnover of £35.7 million.

Sonoco Metal Packaging Group UK Limited

Sonoco Metal Packaging Group UK Limited (Company No. 12774670) became a wholly owned subsidiary of Sonoco Products Company (together with its subsidiaries, "Sonoco") in December 2024, following Sonoco's acquisition of the Eviosys packaging business. Sonoco Metal Packaging Group UK Limited provides smart, sustainable metal packaging solutions for the food, aerosol, and consumer goods sectors, including food cans, ends, aerosol cans, metal closures, and promotional packaging. These products support product protection, food safety, and brand presentation across global supply chains.



Sonoco Metal Packaging Group UK Limited serves as the primary operating entity for Sonoco's metal packaging activities in the UK which includes the following legal entities:

- Sonoco Metal Packaging Holdings UK Limited (Company No. 12774261)
- Sonoco Metal Packaging UK Limited (Company No. 13373059)
- Sonoco Promotional Metal Packaging UK Limited (Company No. 02398420)
- Sonoco Metal Packaging Aerosols UK Limited (Company No. 00300739)

As of the most recent financial reporting period, Sonoco Metal Packaging UK Limited employed approximately 700 employees across 5 UK facilities and generated an annual turnover of £288.7 million.

2. Policies

Through Sonoco's organisational and governance policies, we clearly communicate our values and expectations to our employees, suppliers, and selling partners. Guided by our core values of honesty, integrity, accountability, and respect, we set a high standard of conduct across our operations and supply chain. Sonoco does not tolerate any form of forced labour, child labour, or other human rights abuses.

To uphold these commitments, we maintain a robust library of policies and monitor compliance to prevent our activities from contributing to adverse human rights impacts. Our key policies supporting this commitment are available on our [website](#) and are outlined in further detail below.

Policy Maintenance

The following policies are maintained by Sonoco's Legal and Compliance Office (LCO) under the Office of General Counsel and are reviewed on an annual basis. The LCO collaborates with key stakeholders (including HR, Finance, Safety, and IT) to ensure policies remain current, accurate, and aligned with applicable regulations. Sonoco's Internal Audit Department performs periodic risk assessments and monitors the Company's compliance with these policies.

Communication and Enforcement

Salaried employees are required to attest annually to having reviewed the Code of Conduct, Antitrust Policy, and Anti-Bribery and Anti-Corruption (ABAC) Policy as part of mandatory Code of Conduct training. Supplier contracts and purchase orders require suppliers to review and comply with the Supplier Code of Conduct. All policies are evaluated regularly to ensure continued effectiveness and alignment with evolving legal and regulatory expectations.

Policies on Business Conduct

Sonoco's Business Conduct Policies, including our Code of Conduct, Anti-Bribery and Anti-Corruption Policy, and Antitrust Policy, establish the principles and expectations that guide the behaviour of employees, directors, and representatives. These policies form the foundation of how we operate and reinforce our commitment to lawful, ethical, and responsible business practices. Our Business Conduct Policies are available on our website [here](#).

In 2025, Sonoco executed a policy integration initiative to standardise governance following the December 2024 acquisition of Eviosys. Policies from both organisations were reviewed section by section to directly compare requirements, eliminate redundancies, bridge gaps, and ensure critical content was retained or enhanced. The integrated policies adopted the most effective and risk-appropriate provisions from each organisation and introduced new content where needed, all within Sonoco's established policy framework. Key stakeholders from both organisations were engaged throughout the process, with final approvals obtained through appropriate governance channels, resulting in clear, consistent, and enterprise-ready policies across the combined organisation.



Code of Conduct

Sonoco is committed to conducting business in a lawful and ethical manner. The Code of Conduct outlines the core principles all employees and directors must follow, emphasising honesty, integrity, accountability, and compliance with all applicable laws, rules, and regulations. The Code of Conduct applies to Sonoco's employees, officers and directors and is publicly available on our website [here](#).

Anti-Bribery and Anti-Corruption (ABAC)

Anti-bribery and anti-corruption expectations are addressed in both the Code of Conduct and a dedicated Anti-Bribery and Foreign Corrupt Practices Act Policy. This policy applies to all Sonoco subsidiaries, employees (permanent and temporary), and any representatives acting on Sonoco's behalf, including business partners. It supports compliance with applicable laws such as France's Sapin II Law, the UK Bribery Act, and the U.S. Foreign Corrupt Practices Act (FCPA). The Policy is publicly available on our website [here](#).

Anti-Trust / Competition Law Compliance

Sonoco is committed to maintaining a free and competitive marketplace. Our Competition Law Compliance Policy sets out the principles of EU, U.S., and other applicable competition laws and provides guidance on acceptable and prohibited business practices. The Policy applies to Sonoco's employees, officers and directors and is publicly available on our website [here](#).

Policies on Corporate Social Responsibility

Human Rights Policy

Sonoco's Human Rights Policy affirms our commitment to respect internationally recognised human rights standards, including the International Bill of Human Rights and the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work. The Policy applies to all operations of the Sonoco Group (including all divisions, subsidiaries, and affiliates) and governs the conduct of employees, directors, officers, agents, contractors, vendors, and suppliers. The Human Rights Policy is publicly available on our website [here](#).

Conflict Minerals Policy

Sonoco's Conflict Minerals Policy outlines our annual due diligence process, conducted in alignment with SEC requirements and OECD guidance. Sonoco uses the Responsible Minerals Initiative's Conflict Minerals Reporting Template (CMRT) to collect standardised sourcing information from suppliers and enhance supply chain transparency. Suppliers are required to trace minerals through their own supply chains and maintain due diligence programs. Corrective actions are taken if any non-conflict-free sourcing is identified. Sonoco discloses conflict minerals information annually in Form SD filed with the SEC. The Policy is publicly available on our website [here](#).

Supplier Standards

Sonoco's Supplier Code of Conduct ("Supplier Code") outlines the standards and expectations we require of all suppliers, their supply chains, and any contractors they engage. The Supplier Code sets forth our principles of environmental awareness, non-discrimination, human rights, fairness, and accountability and reinforces Sonoco's commitment to human rights. The Supplier Code aligns with the ILO 1998 Declaration on Fundamental Principles and Rights at Work and supports the following:

- Fair and safe work
- Rights of children and abolition of child labour
- Prohibiting forced or compulsory labour and human trafficking
- Non-discrimination
- Freedom of Association and collective bargaining



Suppliers must commit to operate under the Supplier Code as a condition of doing business with Sonoco. Sonoco's purchase order (PO) Terms and Conditions require suppliers to comply with Sonoco's Supplier Code as a condition of doing business. In addition, new suppliers are required to attest to having reviewed the Supplier Code as part of the onboarding process. Sonoco does not engage suppliers that require work beyond statutory limits without lawful compensation, employ individuals below the legal working age, or engage in any form of child exploitation.

The Supplier Code is reviewed and updated regularly to reflect evolving best practices. In 2025, Sonoco released a reformatted and translated version to improve clarity and accessibility. The updated Supplier Code and translations are available on our website [here](#).

Corporate Sustainability Report

Sonoco's 2025 Corporate Sustainability Report highlights our commitment to sustainable packaging, environmental stewardship, and employee wellbeing. The report outlines ongoing initiatives related to energy efficiency, renewable energy, waste reduction, and water management aimed at reducing greenhouse gas emissions. It also outlines Sonoco's efforts to uphold strong human rights and ethical procurement practices by establishing clear supply chain expectations and complying with laws such as the California Transparency in Supply Chains Act and the conflict minerals requirements under the U.S. Dodd-Frank Act. The full report is available on our website [here](#).

3. Due Diligence

Sonoco acknowledges the risks of forced labour, child labour, and other forms of modern slavery within our global supply chains, and we are committed to identifying, mitigating, and responding to these risks across our operations. To support this commitment, Sonoco maintains a structured due diligence framework that includes supplier onboarding and monitoring, internal compliance controls, participation in global responsible sourcing platforms, and established remediation processes. Sonoco's LCO oversees compliance of these programs.

Supplier Due Diligence

Sonoco expects all third parties to uphold ethical standards consistent with our own and to comply with all applicable laws and regulations. Our supplier due diligence process evaluates risks of forced labour, child labour and other forms of modern slavery throughout the third-party relationship and applies risk-based checks to help identify and mitigate potential concerns.

Screening and Onboarding

Designated Sonoco liaisons conduct initial supplier screenings as the first line of defense. The LCO supplements this by using a third-party business-intelligence platform to identify and monitor risks among Sonoco's largest suppliers. All suppliers are required to review and comply with the Supplier Code before becoming an approved Sonoco supplier. We have developed and implemented anti-forced labour and/or child labour contractual clauses as well as anti-forced labour and/or child labour standards, codes of conduct and/or compliance checklists as a means of preventing and reducing risks of forced and/or child labour.

Third-Party Human Rights Risk Management Dashboard

In 2024, Sonoco's LCO implemented a third-party risk management dashboard to help monitor supplier compliance with the Supplier Code. The dashboard incorporates insights from Freedom House's *Freedom in the World* ratings, which classify countries and territories as "free," "partially free," or "not free". Suppliers located in higher-risk jurisdictions may be required to review and agree to the Supplier Code more



frequently. Monitoring these risk profiles enables Sonoco to maintain transparency with customers and stakeholders regarding human rights conditions within our value chain.

Responding to Risks

Should Sonoco become aware of suspected risks of supplier human rights violations, we take further action. This may include requesting more human rights information via an extended questionnaire, conducting an audit, or reassessing the relationship.

Internal Due Diligence

Employee Recruitment

Sonoco maintains internal safeguards to ensure that no form of modern slavery exists within its workforce. Prospective employees must provide evidence of their legal right to work. In North America (U.S. and Canada), temporary labor providers are centrally managed through standardized contracts and oversight processes. In other regions, Sonoco engages temporary labor providers through localized processes and applies appropriate expectations designed to support compliance with applicable legal and ethical standards, taking into account regional practices and levels of oversight.

Ongoing Communication and Training

The Legal and Compliance Office requires salaried employees to complete annual Code of Conduct training, which includes business ethics topics such as human rights, modern slavery, whistleblowing, and retaliation. Employees must complete knowledge checks and attest that they understand our Business Conduct Policies. Sonoco continues to explore opportunities to expand training to hourly employees.

Confidential Reporting and Grievance Mechanisms

Sonoco encourages employees to raise concerns confidentially and without fear of retaliation, as outlined in our Whistleblowing Policy. Reports may be made through an independently managed third-party hotline or directly to the LCO. The LCO is responsible for receiving, investigating, and addressing reported concerns. Suspected breaches of the Act are handled promptly and seriously.

Memberships and affiliations

ISO Certification

Approximately 80 Sonoco locations have one or more ISO certifications. In the UK, we have these certifications at the following locations:

- Quality Management Systems: Athy, Carlisle, Jarrow, Mansfield, Newcastle, Stainland, and Sutton
- Environmental Management Systems: Athy, Carlisle, Mansfield, Newcastle, Stainland, and Sutton
- Occupational Health and Safety: Athy, Carlisle, Mansfield, Newcastle, and Sutton

SEDEX Membership

Many Sonoco facilities participate in the Supplier Ethical Data Exchange (SEDEX), a global nonprofit promoting responsible supply chain practices. Approximately 106 Sonoco operations worldwide are enrolled in SEDEX. Participating sites have completed SEDEX's Self-Assessment Questionnaire (SAQ) and operate in alignment with the Ethical Trading Initiative (ETI) Base Code. Several Sonoco locations also undergo SEDEX Members Ethical Trade Audits (SMETA). Many of Sonoco's customers and suppliers are also members of SEDEX.



UK SEDEX Membership

Sonoco maintains significant SEDEX participation across its UK operations. SEDEX membership includes:

- Two Sonoco Limited plants (Chesterfield and Bradford)
- Two Sonoco Cores and Paper Limited plants (Jarrow and Stainland Paper)
- Seven Sonoco Metal Packaging UK Limited plants (Athy, Newcastle, Braunstone, Wisbech, Mansfield, Sutton, and Carlisle)

Each participating UK site maintains a minimum SAQ score of 4 and is subject to periodic, independent audits to ensure ongoing legal compliance and effective management system performance. Most recently, in November 2025, two Sonoco Metal Packaging UK Limited facilities (Wisbech and Carlisle) completed SMETA audits.

Sonoco continues to evaluate opportunities to expand participation in SEDEX and SMETA audits to enhance visibility into modern slavery and related supply chain risks.

4. Risk Management

Sonoco recognises that, because of the nature of our operations in the manufacturing and packaging industry, we may be indirectly linked to risks of modern slavery within our business relationships and supply chains. Certain sectors, particularly those involving the provision of materials, contracted services, or labour, may present heightened exposure. To address these risks, Sonoco has established procedures and assessments designed to identify, evaluate, and manage the risk of forced labour and child labour in our operations and supply chains. Our LCO conducts periodic risk assessments and monitors customer and supplier data throughout the year through our Third-Party Risk Management Program (see below).

Risk

To identify the business activities with the greatest exposure to these risks, we consider the following factors:

- Reliance on low skilled workforce;
- Presence of migrant workers;
- Long, complex, or non-transparent supply chains; and
- Jurisdictional risks including poverty, conflict, and enforcement of international human rights standards.

Risk Assessment

In 2025, Sonoco continued to rely upon data collected from a Human Rights Risk Assessment conducted in 2023 by our Legal and Compliance Office (the “**2023 Assessment**”) to monitor compliance with our Human Rights Policy in accordance with methodologies informed by the United Nations Guiding Principles on Business and Human Rights, the International Labour Organisation, and the U.S. Department of State’s Bureau of Democracy, Human Rights, and Labour.

The 2023 Assessment focused on ensuring the following:

- fair and safe work environment,
- the rights of children and the abolition of child labour,
- prohibiting forced or compulsory labour and human trafficking,
- non-discrimination,
- freedom of association and collective bargaining; and
- indigenous people’s rights.

As part of the 2023 Assessment, Sonoco sampled 20 suppliers to evaluate their due-diligence practices, onboarding procedures, and human rights compliance. This review included an examination of supplier



contracts, Supplier Code of Conduct attestations, recent bidding or diligence activities, and any public information regarding human rights concerns associated with the supplier. Sonoco intends to update its Human Rights Risk Assessment in 2026.

Third Party Risk Management Program

Sonoco operates a multidomain third-party risk management (TPRM) program. Sonoco applies a risk-based, tiered approach to supplier screening and due diligence designed to identify and mitigate human rights risks, including modern slavery.

New suppliers are subject to fundamental screening and verification procedures. These measures are intended to confirm supplier legitimacy, financial ownership, and basic risk indicators, and include payment verification controls, confirmation of bank account ownership, and completion of onboarding questionnaires.

Sonoco leverages external data sources to monitor our third-party population. Sonoco subscribes to a collection of data sources to monitor risks across several domains, including cybersecurity, financial stability, ecosystem dependencies, geopolitical, and regulatory compliance. Compliance screenings include sanctions violations, enforcement actions, adverse media, and Politically Exposed Persons (PEPs), and other risks. This information is refreshed regularly and can be used to identify indicators of modern slavery or broader human rights concerns.

Enhanced Screening

Sonoco is expanding its TPRM program by enhancing supplier screening and due diligence capabilities. Sonoco employs a risk-based framework to identify suppliers that present heightened risk and warrant enhanced screening. As part of this expansion, Sonoco has developed an internal supplier questionnaire and a more comprehensive external control assessment designed to assess risks at various levels of detail.

The internal questionnaire assesses the inherent risk posed by a third-party relationship. This inherent risk assessment is calibrated to identify risks across multiple domains to score inherent risks, including potential human rights and modern slavery risks.

Where potential issues are identified, Sonoco utilises a third-party management tool to conduct control assessments, requiring suppliers to provide additional information regarding their policies, processes, and practices for preventing modern slavery within their operations and supply chains. This may include targeted scoping questions, supplemental documentation requests, and further clarification to assess the effectiveness of supplier controls. Considerations include exposure to elevated human rights risk environments and internationally recognised risk indicators. Suppliers may be assigned corrective actions to take to remedy identified risks.

If supplementary information is insufficient and corrective action is not taken within established timeframes, findings are escalated to appropriate stakeholders. Modern slavery or human rights concerns (including forced labour, child labour, and related modern slavery indicators) are assigned the highest risk rating, which triggers the highest level of escalation and remediation. Failure to meet Sonoco's requirements would lead to a re-evaluation of the business relationship.

5. Remediation Measures

While Sonoco has not identified any instances of forced labour or child labour in its operations or supply chains in the UK, we maintain processes intended to respond promptly and responsibly should such concerns arise. These processes are designed to support early identification, effective remedy, and continuous improvement in the management of human rights risks across our operations and supply chain.



Prevention and Mitigation

Sonoco's operations are primarily focused on the manufacturing of paper and metal-based packaging, which presents a relatively low inherent risk of human rights abuses. Nevertheless, Sonoco maintains programs and controls designed to prevent, identify, and mitigate potential modern slavery risks. These include supplier onboarding and due diligence processes, expectations set through the Supplier Code, contractual compliance requirements, and ongoing oversight of higher-risk suppliers as part of Sonoco's TPM program. These measures are complemented by internal policies, training, and governance processes intended to promote compliance with applicable laws and respect for human rights throughout Sonoco's operations and supply chains.

Grievance and Reporting Mechanisms

Any employee, customer, supplier, or third party with a grievance may submit a report through Sonoco's third-party Business Ethics Reporting Hotline. Reports may be submitted online at sonoco.ethicspoint.com, by emailing Sonoco's Legal & Compliance Office at complianceoffice@sonoco.com, or by calling a 24/7 hotline.

Reports can be submitted anonymously, in most preferred languages and through the reporter's preferred method (web or phone). All reports are reviewed and investigated in accordance with Sonoco's Compliance Program. Any Sonoco employee who, in good faith, raises an issue regarding a possible violation of law or Company policy will be protected from retaliation. Additional information can be found in our Code of Conduct policy [here](#) and our Supplier Code [here](#).

Remediation Measures

Sonoco maintains an internal Whistleblower and Investigations Policy that outlines how concerns are reported, assessed, and managed. Allegations involving human rights violations are assigned the highest level of priority. Where an investigation identifies credible findings, matters are escalated to senior and executive management to develop and implement appropriate corrective action plans, proportionate to the severity of the issue.

No Identified Incidents of Modern Slavery

Sonoco has not identified any instances of forced labour or child labour in its operations or supply chains in the UK. As a result, no remediation actions have been required. Sonoco remains committed to continuously improving its prevention, monitoring, and remediation frameworks and to taking appropriate action should any instances of modern slavery be identified in our business or supply chain.

6. Training

At Sonoco, we recognise that meaningful human rights protections begin with informed and empowered employees. We therefore invest in regular, comprehensive education to ensure our workforce understands their responsibilities, recognises human rights risks, and upholds our values of integrity, accountability, and respect.

Code of Conduct Training

All salaried employees are required to complete Sonoco's annual Code of Conduct Training. The purpose of this training is to: reinforce Sonoco's commitment to ethical and responsible business practices, ensure compliance with all applicable laws and regulations, and promote a workplace culture grounded in integrity, accountability, and mutual respect. The curriculum covers key business ethics topics, which can include human rights, modern slavery, whistleblowing, protections against retaliation, and ethical standards of conduct. Training content is refreshed annually and incorporates relevant focus areas as appropriate. Each year, employees must also attest to having reviewed and agreed to comply with our Business Conduct Policies.



In 2025, salaried employees completed a 30-minute training composed of four modules, including modern slavery awareness. Each module concluded with a short quiz, followed by a final assessment. Participants were permitted unlimited attempts to achieve the required minimum passing score of 80%, ensuring comprehension of the material. The training program achieved a high completion rate of 98% across 5,371 employees enrolled globally, with 99% completion in the UK.

In 2026, Sonoco intends to implement a global anti-harassment campaign to salaried workers. We also intend to expand our conflict minerals training to include more employees.

6. Our Progress and Effectiveness

As part of our governance processes, we monitor compliance with our policies and procedures on an ongoing basis. We also review any concerns raised through formal and informal mechanisms of employee feedback. To date no significant concerns or complaints have been identified with respect to Sonoco's UK operations.

Key achievements in 2025

In 2025, Sonoco made significant progress in strengthening its human rights and compliance practices. Key achievements include:

- Updated both the Employee and Supplier Codes of Conduct to integrate and align key standards with Eviosys, our late 2024 acquisition, and ensured global employee access to all policies.
- Expanded and strengthened our TPRM program and integrated our newly acquired Eviosys. This included developing a workflow for Supplier Code attestations, developing a compliance finding review process, and improving the scoring rubric.
- Achieved a 98% completion rate among salaried employees globally and a 99% completion rate from the UK for our Code of Conduct training.
- Maintained our SEDEX and EcoVadis scores.

2026 Goal Setting

To guide our efforts and maintain continuous improvement in our human rights program, we have established the following goals for 2026 and have established associated Key Performance Indicators (KPIs):

- Launch a global anti-harassment campaign
 - Percentage of employees completing the anti-harassment training
- Maintain high compliance with our Code of Conduct Training
 - Percentage of employees completing the Code of Conduct training
- Bolster our Supplier Due Diligence
 - Percentage of suppliers completing required attestations to the Supplier Code
- Maintain a strong whistleblowing and reporting system
 - Timeliness and closure rates for investigations of reported concerns
- Maintain strong policy governance
 - Frequency and outcomes of policy reviews to ensure alignment with global standards
- Maintain high ratings from third parties
 - Number of sites participating in SEDEX and SMETA audits
 - EcoVadis scores
- Continue to develop TPRM program and spread internal awareness
 - Percentage of identified high risk suppliers surveyed

Monitoring and Evaluation

To ensure accountability and continuous improvement, the LCO conducts ongoing monitoring and evaluation activities, which include:



- Reviewing supplier and employee data to identify emerging risks.
- Monitoring trends in reports received through internal and external reporting channels.
- Assessing compliance with global requirements and internal controls.
- Recommending enhancements to strengthen our human rights governance framework.

7. Approval & Signature

Following a review of the effectiveness of the steps we have taken this year to ensure that there is no slavery or human trafficking in our supply chains we intend to repeat this process and continue to train our employees to combat slavery and human trafficking.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Sonoco UK Group's slavery and human trafficking statement for 2025. It was approved by the Board of Sonoco Cores and Paper Limited on the 15th of June 2026 and by the Board of Sonoco Limited on 15th of June 2026.

This statement will be reviewed, and updated, as necessary on an annual basis.

Signed on Behalf of Sonoco Limited & Sonoco Metal Packaging Group UK Limited

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 Tim Nash
 Vice President, Finance
 Consumer Packaging EMEA/APAC
 Date:

Signed on Behalf of Sonoco Cores and Paper Limited:

Signed by:

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 Adam Wood
 Vice President, Paper Products
 Europe
 Date: