



# Tetra Pak's Business Conduct for Suppliers

## 1. Introduction

Tetra Pak's vision is a commitment to making food safe and available, everywhere. Tetra Pak's mission clarifies its business and how the company works across the value chain. It conveys the company's intentions to customers, consumers, suppliers, employees and society in general. Tetra Pak's mission states:

- We work for and with our customers to provide preferred processing and packaging solutions for food.
- We apply our commitment to innovations, our understanding of consumer needs and our relationships with suppliers to deliver these solutions, wherever and whenever food is consumed.
- We believe in responsible industry leadership, creating profitable growth in harmony with environmental sustainability and good corporate citizenship.

Tetra Pak conducts its business with integrity and with respect for the interests of others. This is outlined in a 'Code of Business Conduct'. Tetra Pak's 'Code of Business Conduct' includes a demand that employees abide by the company's core values:

- Customer Focus & Long-Term View
- Quality & Innovation
- Freedom & Responsibility
- Partnership & Fun

Tetra Pak's vision, mission and core values demand collaboration through the value chain and clarification of the principles of business relationships. This 'Business Conduct for Suppliers' (BCfS) outlines the principles for our business relationship with suppliers. It establishes certain standards that we require our suppliers to respect and adhere to when conducting business with Tetra Pak. By accepting these principles, a supplier commits to fulfil them in all existing and future agreements and business relationships with Tetra Pak.

## 2. Compliance with this BCfS

The Supplier shall at all times ensure that it complies with the obligations set out in this BCfS.

The Supplier shall, upon the request of Tetra Pak, provide evidence of its compliance with the obligations set out in this BCfS.

The Supplier shall use all efforts to ensure that all members of its Group of companies and all of its sub-suppliers involved in the supply of products and/or services to the Tetra Pak Group of companies comply with the requirements set out in this BCfS.

### **3. Compliance with Laws**

The Supplier shall comply with all applicable laws and regulations, including without limitations those relating to the areas listed below.

### **4. Anti-Corruption**

The Supplier shall not, in the conduct of its business, engage in fraudulent activities or extortion. The Supplier shall not offer, pay, request or accept a bribe.

### **5. Human Rights**

The Supplier shall support and respect the protection of internationally proclaimed human rights.

### **6. Employment Practices**

#### **6.1 Anti-Discrimination**

The Supplier shall not discriminate, either positively (unless required by applicable law) or negatively, on the basis of race, age, religion, sex, marital status or sexual orientation in its workplace.

#### **6.2 Safe and Healthy Working Conditions**

The Supplier shall provide its employees with safe and healthy working conditions. The Supplier shall conduct regular reviews of health and safety conditions in its facilities and take relevant corrective actions where necessary.

#### **6.3 Child Labour**

The Supplier shall not employ children under the legal working age and shall not support child labour in any form. At no time shall the Supplier engage any child in any occupation or employment which would prejudice his/her health or education, or interfere with his/her physical, mental or moral development. The Supplier shall abide by the UN Declaration on the Rights of the Child at all times.

### **7. Fair Employment Terms**

#### **7.1 Working Hours and Wages**

The Supplier shall comply with applicable laws, regulations and industry standards on working hours, including overtime. The Supplier's employees shall be provided with wages that at least meet minimum standards and are sufficient to meet basic human needs in the applicable community.

#### **7.2 Forced Labour**

The Supplier shall not use any prison or forced labour of any kind. Forced or compulsory labour shall mean all work or service which is demanded from any person under the threat of any penalty and for which the said person has not offered himself or herself voluntarily.

#### **7.3 Freedom of Association**

The Supplier shall endorse the freedom of association and the right to collective bargaining for its employees.

### **8. Environmental Requirements**

The Supplier must operate with care for the environment, run its business in an environmentally sound manner, and demonstrate a precautionary approach to environmental impact reduction. The Supplier shall maintain an environment management system and demonstrate a high level of environmental protection in sourcing, manufacturing, and transportation activities.

## **9. Assurance, Audit and Termination**

Tetra Pak reserves the right to verify the Supplier's and all members of its Group's of companies' compliance with this BCfS through one or a combination of several assurance processes. Such assurance processes can include a requirement for the Supplier to report relevant data into a third party data-exchange system and/or pre-announced inspections by Tetra Pak or third party auditors. Reporting and/or inspections shall be requested and performed in such a manner as to avoid unrestricted disclosure of Supplier's confidential information and without disrupting Supplier's work unduly.

If Tetra Pak becomes aware of any actions or conditions not in compliance with this BCfS, Tetra Pak can demand that corrective measures be taken. Tetra Pak reserves the right to terminate any purchase or other agreement with the Supplier if it or any member of its Group does not comply with the BCfS, without incurring any liability towards the Supplier or its Group.

The obligations under this BCfS shall continue in force in respect of any deliveries from the Supplier to Tetra Pak or its Group, regardless of the termination or expiry of any purchase or other agreement between the parties.