



Supplier code of conduct

Introduction

Within the IPL Packaging Group, we are serious about maintaining the highest standards of social environmental responsibility, and use ethical conduct. We pride ourselves in caring for our employees and treat them with dignity and respect, provide safe and healthy working conditions, acting fairly and ethically and use environmentally responsible, sustainable practices. We take responsibility in the supply chain and we expect our partners to share the same values and principles.

We consider our suppliers as partners and share in our combined success whether they are producers, agents or suppliers. We believe in a transparent open communication environment and our goal is mutual growth and development.

We consider ourselves as an organisation to have the utmost commitment and loyalty to our partners, so we ensure that we choose our partners carefully and treat them with respect that they deserve.

To achieve this, our values and vision should always be to a similar to our partners, as a shared standard of corporate and social responsibility.

It is with these principles that we have drawn up this code which aims to uphold our values and principles which we as an organisation are committed to.

These principles are non-negotiable standards we require our external business partners including agents, subcontractors, brokers and suppliers to respect and to adhere to when conducting business.

It is the partner's responsibility to educate its employees accordingly. Our code is based on the 10 Principles on Business and Human Rights of the UN Global Compact* and references internationally accepted principles, such as SA 8000, ISO 14001 and OHSAS 18001.

By accepting our Global Supplier Code of Conduct, you, our partner declares that all existing and future agreements and business relationships with IPL Packaging will be subjected to the principles contained herein.

The signee is committed to becoming a member of SEDEX and performing SMETA audits

(SEDEX Members Ethical Trade Audit) when requested by IPL Packaging

Labour standards and human rights

IPL Packaging expects its Partners to support and respect the protection of internationally proclaimed human rights and to ensure that they are not complicit in human rights abuses.

When human rights are violated, IPL Packaging will take immediate action with serious consequences.

Child labour and young workers

The use of child labour – any work performed by any person under 15 years of age, unless the minimum age for work or mandatory schooling is higher by local law – is strictly prohibited.

Our Partners may employ young workers – under the age of 18 but over the age of a child – but where such young workers are subject to compulsory education laws, they shall work only outside of school hours. Young workers may not work during night hours and may not be exposed to any situations – inside or outside the workplace – that are hazardous or unsafe to their physical and/or mental health and development.

Forced and compulsory labour

Our Partner shall under no circumstances use forced, compulsory or indentured labour or modern slavery in any of its forms or be involved in human trafficking. This comprises all work or services that a person has not offered to do voluntarily and is made to do under the threat of punishment or retaliation or that is demanded as a means of repayment of debt.

Additionally, the Partner shall not require its employees to hand over government-issued identification, passports or work permits as a condition of employment.

Employees should receive a written employment contract/appointment letter signed voluntarily, entailing terms and conditions of employment. This contract should mention that the employee is free to leave employment with a notice period.

Non-discrimination

IPL Packaging does not tolerate unlawful harassment, discrimination or retaliation of any kind under any circumstance. Our Partners undertake actions to ensure equality of opportunity and treatment in respect of employment and occupation, without discrimination on the grounds of race, age, skin colour, sex, sexual orientation, religion, political opinion, union membership, national extraction and social origin, or such other grounds as may be recognised under the national law of the country or countries where the contract, in whole or in part, of the contract takes place.

Anti-harassment and abuse

The Partner shall commit to a workplace free of harassment and abuse. The Partner shall create and maintain an environment that treats all employees with dignity and respect and will not use any threats of violence, sexual exploitation, verbal or psychological harassment or any form of abuse or retribution.

Fair wages and benefits

The Partner's employees shall be provided with fair wages and benefits that comply with applicable national laws and binding collective agreements. The remuneration received for a standard working week by an employee should be sufficient to afford a decent standard of living for the worker and his or her family. The Partner shall strive to pay a living wage while ensure that minimum legal wage requirements are fulfilled.

Elements of a decent standard of living include food, water, housing, education, health care, transport and clothing for the whole family, and other essential needs, including provision for unexpected events. Partners should provide written and understandable information about wages before entering employment; if possible, containing information on how the wage has been calculated, e.g., payslips. This information should be included in the job contract/appointment letter.

Freedom of association and the right to collective bargaining

The Partner shall grant its employees:

the right to Freedom of Association and Collective Bargaining; the right to form, join and organise trade unions of their choice and to bargain collectively on their behalf with their company. If the right of freedom of association is restricted by law, the Partner could facilitate development of alternative means to implement free association.

Working hours and documents

The Partner shall ensure that its employees work in compliance with all the applicable national laws and mandatory industry standards pertaining to the number of working hours and public holidays. The regular working week, overtime not included, should be as defined by local or other laws, but shall not exceed 48 hours a week. Overtime shall be on a voluntary basis and incentivised through the payment of a premium rate of compensation. Only employees with legal authorisation shall be employed.

Employees shall be provided with at least one day off following every six consecutive days of working. Exceptions to this rule only apply where both of the following conditions exist:

- a. National law allows work time exceeding this limit.
- b. There is a freely negotiated collective bargaining agreement in force that allows work time averaging, including adequate rest periods.

Health and safety

IPL Packaging is committed to providing safe and healthy working conditions for its employees and values the quality of its products highly. IPL Packaging expects its Partners to monitor, identify, check and improve health and safety risks within the workspaces continuously and comply with local minimum requirements of health and safety regulations in their locations of operation.

Partners should audit on a regular basis to assess health and safety in the workplace and implement appropriate corrective and preventive actions.

Furthermore, IPL Packaging expects its Partners to continually improve the quality of their products/services delivered to IPL Packaging.

Workplace environment

The Partner shall provide employees with safe and healthy working conditions and, where provided, safe housing conditions. This includes, as a minimum, the provision of potable drinking water, adequate sanitation, emergency exits and essential safety equipment, access to emergency medical care and appropriately lit and equipped

working stations. Workplaces, machinery, equipment and processes under the Partner's control shall be safe and without any risk to physical or mental health. Where necessary, adequate protective training and protective equipment shall be provided to prevent risk or accidents with adverse effects to health. All workers shall receive adequate training prior to commencing their duties. This training shall also include fire drills and evacuation drills.

Product quality & safety

The Partner shall provide IPL Packaging and its subsidiaries with high-quality products and services. All products and services delivered by the Partner shall meet the quality, safety and food safety standards required by applicable law and shall comply with the IPL Packaging quality requirements. The Partner shall immediately report to IPL Packaging any concerns about product safety and/or product quality.

Environment and sustainability

IPL Packaging believes all businesses have the responsibility to ensure that activities within their own organisation are sustainable and do not cause any harm to the environment.

Consider the environment

The Partner shall have an effective environmental policy, pursuant to which it undertakes to operate with care for the environment and to ensure compliance with all applicable laws and regulations regarding the protection of the environment in the country where products or services are manufactured or delivered. Wherever possible, Partners shall support a precautionary approach to environmental matters (prevention rather than remediation), undertake initiatives to promote greater environmental responsibility and encourage the diffusion of environmentally friendly technologies that implement sound life cycle practices.

Sustainable operations

The Partner shall support IPL Packaging's corporate responsibility commitments by implementing operational practices and technologies that take the environment into consideration and that are sustainable. The Partner shall strive to reduce or optimise its use of energy and the generation of air emissions, waste water and solid waste.

Energy and greenhouse gases

The Partner shall comply with local energy and greenhouse gas regulations, monitor the annual consumption of energy and gas and identify opportunities for usage of renewable energy.

Water management

The Partner shall comply with local water regulations, undertake actions to prevent water pollution and identify opportunities for more sustainable use of water

(e.g., recycled water over protected natural waters such as lakes).

Waste management

The Partner shall comply with local waste regulations and take actions to prevent or minimise environmental damage from waste through the production process.

Hazardous substances

The Partner shall comply with local regulations regarding hazardous substances, take action to minimise the usage of hazardous substances and minimise potential environmental risk due to leaks or spills.

Biodiversity

The Partner shall comply with local regulations regarding biodiversity and take action to minimise the damage to biodiversity as a result of the production process

(e.g., sound/noise, pollution causing harm to local/endangered species).

Fair Business Practices (Ethics)

IPL Packaging expects its Partners to uphold the highest standards of fair business practices and ethics.

Fraud, corruption and bribery

Our Partners shall not be involved in fraudulent practices, money laundering, corruption, bribery-related activities or financing terrorism in any way and shall comply with applicable local laws and regulations and all applicable international anti-corruption conventions.

The Partner shall conduct audits annually to ensure there is no such involvement.

Information security

The Partner shall comply with local laws regarding Information security.

Whistle-blower procedure

The Partner should implement a whistle-blower procedure that allows for the notification of wrongdoings from employees or stakeholders.

Partners should report wrongdoings in relation to this Code of Conduct.

Responsible sourcing of raw materials

IPL Packaging is committed to using raw materials of legal and sustainable origin, with the interests of human beings, animals and the environment in mind. IPL Packaging wants to avoid raw materials that contribute to e.g. the financing of armed conflicts, enable human rights abuses, cause severe environmental damage, and expects its Partners to fully Support IPL Packaging in this respect.

The Partner shall have a policy that addresses the aforementioned fair business practices.

Documentation, Monitoring and Auditing

In order to ensure and demonstrate compliance with the supplier Code of Conduct, IPL Packaging expects its Partners to keep a record of all relevant 'documentation of proof', and provide supporting documentation upon request. Additionally, IPL Packaging requires SEDEX membership from its partners and – when requested – that they perform a SMETA audit in order to meet our requirements.

This Code of Conduct forms an integral part of IPL Packaging's partner relationship management and evaluation procedure. Monitoring may involve self-assessments, site visits, the SMETA audit and follow-up on remediation plans.

If the Partner is not able to comply with the IPL Code of Conduct, he has to indicate this in advance to IPL Packaging. The same applies when there are unforeseen circumstances causing the Partner to be temporarily or permanently unable to meet the Code. Both parties can discuss this together and establish an improvement plan whereby they are still able to meet the Code within an agreed period of time.

Where possible, IPL Packaging will assist the Partner to address these matters.

In cases where IPL Packaging becomes aware of any actions, infractions or conditions not in compliance with this Code, of which the Partner has not informed IPL Packaging in advance, IPL Packaging reserves the right to demand corrective measures.

IPL Packaging reserves the right to disengage from any Partner that does not meet the requirements of this Supplier Code of Conduct or who cannot provide or commit to an improvement plan.

The undersigned hereby declares and accepts:

- The principles of the IPL Packaging Global Supplier Code of Conduct;
- To provide 'documentation of proof' upon requested.
- To become a member of SEDEX and undergo a SMETA audit to meet our requirements as requested

Declaration of Compliance

I hereby declare that I have read and understood the principles set forth in the IPL Packaging Supplier Code of Conduct and will fully comply with these principles. I accept responsibility to report exceptions thereon to IPL Packaging.

Company name:

Date:

Name:

Position:

Company stamp:

Signature: