

Supplier Code of Conduct



Vetropack* is committed to integrity, reliability and transparency. These values are reflected in our Supplier Code of Conduct («Code») which all suppliers are obliged to observe. This Code covers suppliers, vendors, contractors, consultants, agents and other providers of goods and services who do, or seek to do business with Vetropack worldwide («Supplier or Suppliers»).

The Code can only be implemented successfully if the entire supply chain is engaged, i.e. Suppliers are also required to ensure that all subcontractors and agents throughout the supply chain acknowledge and comply with this Code.

The Code is part of all agreements between Vetropack and its Suppliers, even if this is not expressly stated in these agreements.

Vetropack expects its Suppliers to adhere as a minimum to the following standards:

Integrity

Respect all applicable laws and regulations

Suppliers are obliged to respect and comply with all applicable laws and regulations in force.

Suppliers' employees are treated with respect

Human Rights

Suppliers recognize their responsibility under the Universal Declaration of Human Rights and the International Labour Organization Core Conventions.

No discrimination or harassment

Employees are evaluated, employed and promoted solely based on their qualifications and the abilities required for the envisaged position. Therefore, no consideration is given to race, gender, age or religion. Furthermore, Suppliers are committed to a work environment that is free from harassment, be this verbal or non-verbal.

Safe working conditions

Safety is essential for Vetropack and its employees. Vetropack expects its Suppliers to be committed to respecting all applicable standards and continuously improve the safety of their employees.

No forced labour

Involuntary work is strictly prohibited.

No child labour

Child labour is strictly prohibited.

Freedom of association and right to collective bargaining

Suppliers respect their employees' right of freedom of association and to collective bargaining.

Working hours and remuneration

Suppliers are obliged to treat employees fairly in compliance with all applicable laws and mandatory industry standards in respect to reasonable working hours, periodic leave and remuneration.

Respect for business partners

Fair competition

Respect for and compliance with all applicable competition and antitrust laws.

No improper advantage

It is not permitted to offer or accept any improper advantages (i.e. lavish business gifts, excessive hospitality or invitations, etc.).

No bribery/corruption

Obligation to prevent and report all instances of bribery/corruption.

Protect the assets of Vetropack companies

Prevention of fraud

Suppliers and their employees are obliged to protect Vetropack's assets (tangible and intangible), in particular from fraud. Suppliers are expected to refrain from disclosing any confidential information in connection with Vetropack. Suppliers may be asked to sign a confidentiality agreement.

Reliability

Consumers can rely on Vetropack and its Suppliers

Commitment to products and services which are safe for their intended use

Vetropack and its Suppliers are committed to providing products and services which are safe for their intended use.

Environmental responsibility

Suppliers respect all applicable standards and are committed to continuously reducing the negative impacts of their activities on the environment.

Provision of reliable information

Suppliers must accurately record and disclose information regarding their activities, financial situation and performance in accordance with applicable laws and regulations.

Transparency

Avoidance of conflicts of interest

Conflicts of interest or potential conflicts of interest shall be avoided and disclosed.

Reporting potential misconduct

Suppliers, who believe that an employee of Vetropack, or anyone acting on behalf of Vetropack or their own employees or any employee of a subcontractor or agent, has or have engaged in illegal or otherwise improper conduct, should report the matter to Vetropack. Suppliers can contact the Vetropack Holding Ltd Legal & Compliance Office at Schützenmattstrasse 48, CH-8180 Bülach, +41 44 863 31 31 or e-mail compliance@vetropack.ch. Honest reports of potential misconduct will not jeopardise a Supplier's relationship with Vetropack.

Compliance and monitoring

Vetropack requires that Suppliers implement this Code and participate in Vetropack's Supplier assessment process. Vetropack therefore reserves the right to verify and monitor compliance with this Code. For this reason, Vetropack or an independent third party appointed by Vetropack may visit Supplier sites or request the data regarding compliance with this Code. In the event of misconduct, Vetropack will work together with the Supplier to elaborate corrective measures. If there is no commitment on the part of the Supplier to do this or if corrective measures are not drawn up, Vetropack may cease to do business with the Supplier, terminate the contract or take legal action.

* Use of the term Vetropack in this document refers to all companies directly or indirectly controlled by Vetropack Holding Ltd.

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