

# **SUPPLIER CODE OF CONDUCT**

We, Cartonplast Group are the leading provider of reusable plastic layer pads on a rental basis. We serve our customers out of 18 service and logistic centres with the aim of keeping our worldwide leadership in the industry. Our responsibility for our employees, respect for business partners and environment, and our commitment for sustainability and legal compliance are the basic principles that govern our business activities.

Our Supplier Code of Conduct outlines how we will conduct business with our suppliers, what they may expect from us and what we expect from them. In CPL Group we particularly value those suppliers that share the principles that inspired this Code.

## WHAT SUPPLIERS CAN EXPECT FROM US

### WE ARE COMMITTED

- to ensure sustained growth, legal compliance, business ethics and integrity;
- to international environmental, social and governance standards (ESG standards);
- to protect the environment through sustainable products and sound management practices; to integrate societal and environmental sustainability in all our activities;
- to ensure high safety standards and healthy working conditions on our sites.

High ethical standards are ensured by our constant endeavors that all our employees act in their daily work in accordance with our Code of Conduct.

We respect our business partners and treat them fairly and objectively at all time.

Our partnerships with them is based on transparency, honesty, collaboration, innovation and focus on excellence. It is essential for CPL Group that we create stable and reliable relationships with suppliers based on shared values.

## WHAT WE EXPECT FROM OUR SUPPLIERS

We particularly expect from our suppliers to adopt a similar approach within their supply management system and for them to work with suppliers who are engaged with the same principles of sustainability and responsible purchasing and to support the following ESG criteria.

### **WE EXPECT FROM OUR SUPPLIERS WITH REGARD TO THE ENVIRONMENT**

- to comply with all applicable environmental, health and safety regulations;
- to promote the safe and environmentally sound development, manufacturing, transport, use and disposal of their products;
- to ensure appropriate product quality and safety;
- to apply energy efficient and environmentally friendly technologies and reduce waste, as well as emissions to air, water and soil.

### **WE EXPECT FROM OUR SUPPLIERS WITH REGARD TO SOCIAL RESPONSIBILITY**

- to maintain a safe and healthy working environment and provide access to protective equipment and safety training for all employees;
- to uphold the freedom of association and the right to collective bargaining in accordance with applicable laws;
- to act in accordance with the Base Code of Ethical Trading Initiative;
- to enable employees to report concerns or potentially unlawful practices at the workplace.

### **WE EXPECT FROM OUR SUPPLIERS WITH REGARD TO GOVERNANCE PRACTICES**

- to consider business integrity as the basis of business relationships;
- to comply with all applicable national and international trade laws and regulations including but not limited to antitrust, trade controls and sanction regimes;
- to prohibit all types of bribery, corruption and money laundering;
- to implement an appropriate Compliance Management System, which facilitates compliance with applicable laws, regulations and standards.

We expect our suppliers to use reasonable efforts to promote compliance with the above principles in their own organization.

### **MONITORING COMPLIANCE AND CONSEQUENCES OF VIOLATIONS**

CPL Group introduced processes for regular assessments of its suppliers in order to monitor compliance with this Code of Conduct.

If the Code of Conduct is violated, CPL Group will take appropriate steps towards the supplier to remedy the breach in a reasonable period of time. However, CPL Group reserves the right to discontinue any relationship for non-adherence to international principles or failure to correct violations.