

TETRA PAK CODE OF BUSINESS CONDUCT FOR SUPPLIERS

Introduction

Tetra Pak is committed to conduct every aspect of its business with integrity. Tetra Pak's vision, mission and core values demand collaboration throughout the value chain. This involves behaving ethically, complying with the rule of law, and adhering to the various elements of our Code of Business Conduct.

As part of its overall sustainability agenda, Tetra Pak has been a signatory to the [United Nations Global Compact](#) since 2004 and is committed to working with stakeholders around the world to ensure continuous improvements in the areas of human rights, labour standards and environment, and to work against all forms of corruption.

The Tetra Pak Code of Business Conduct for Suppliers ("Supplier Code") sets mandatory requirements for all suppliers and their sub-suppliers ("Suppliers") that enter into any agreement with Tetra Pak. It reflects the requirements of our own Code of Business Conduct, our participation in the United Nations Global Compact and our broader sustainability commitments.

Tetra Pak encourages all its Suppliers to go beyond the Supplier Code requirements and strive for continuous improvement across all the areas it encompasses.

Compliance

Suppliers must comply fully with all applicable laws and regulations, industry standards and the requirements set out in this Supplier Code.

Human rights and labour standards

Suppliers shall support and respect the protection of internationally proclaimed human rights and must not be complicit in any form of human rights abuse.

Specifically, Suppliers:

- * **Must** provide their employees with a safe and healthy working environment.
- * **Must**, in addition to complying with applicable laws, comply with relevant industry standards on working hours. Suppliers must provide rest days and ensure that any overtime is properly documented and compensated.
- * **Must** compensate workers in a way that meets or exceeds minimum local standards and in an amount that is sufficient to meet basic human needs in the applicable community.
- * **Must**, as legally permitted, allow workers to freely associate with others, form, and join organisations of their choice, and bargain collectively. Tetra Pak does not accept disciplinary or discriminative actions from the employer against employees who choose to peacefully and lawfully organise or join an association.

Furthermore, Suppliers:

- * **Must not** tolerate any form of discrimination during recruitment or employment. This includes, but is not limited to, discrimination on the basis of race, ethnicity, religion, age, sex, marital status or sexual orientation in its workplace.
- * **Must not** use any form of forced or compulsory labour. All labour must be voluntary.
- * **Must not** engage in or support trafficking of human beings or any form of slavery.
- * **Must not** use child labour. No persons may be employed or engaged in any work if they are below the legal working age. Furthermore, Tetra Pak requires that no child be engaged in any form of work that could be harmful to his/her health, moral or social development, even if the applicable legal working age is below 18.

Environment

Suppliers must operate in an environmentally sound manner and be willing to minimize environmental impacts within their reach. We expect suppliers to collaborate with us to reduce the environmental impacts of our products and our services.

Anti-Corruption

Suppliers must not, in the conduct of their business, engage in fraudulent activities or extortion. Suppliers must not offer, pay, request or accept any form of bribe.

Right to audit and termination

Tetra Pak reserves the right to verify that Suppliers are in compliance with this Supplier Code through assessments and/or audits, where third parties may be used.

Tetra Pak reserves the right to immediately terminate any and all agreements with a Supplier found to be in violation of any applicable law, or in material breach of any of the requirements of the Supplier Code, without incurring any liability towards the Supplier.

Confidentiality

Reporting and/or inspections shall be done in such a manner as to avoid unrestricted disclosure of Supplier’s confidential information, including where Tetra Pak uses third parties.

Obligations

The obligations under this Supplier Code are in addition to the Suppliers’ other obligations pursuant to any purchase or other agreement in place between Tetra Pak and/or any member of its Group and the Supplier. These obligations 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.

Acceptance

I, the undersigned Supplier, hereby agree to adhere to the principles outlined in the Tetra Pak Code of Business Conduct for Suppliers.

On behalf of [insert the full name of legal entity of the Supplier]

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[Name]

[Title]

[Place and Date]