

SUPPLIER CODE OF CONDUCT

Subcontractors

Introduction

At deSter, a leading global provider of food packaging and service solutions, we constantly strive for sustainability in products and solutions. We combine this with economic success, social responsibility and environmental protection in our business operations, thus supporting our customers worldwide in their efforts to achieve environmental change and meet the current and future needs of society.

Ensuring the principles of sustainable development in our supply chain is important to us. We want to partner with our suppliers to further develop their sustainable and social performance in our supply chain.

We therefore expect our suppliers to fully comply with applicable laws and to adhere to internationally recognized environmental, social and corporate governance standards (“ESG Standards”). We will only work with suppliers who implement and agree to abide by our Supplier Code of Conduct. They must agree to ensure transparency, to remedy any shortcomings, and to drive continuous improvement. Suppliers will be requested to do so by signing a copy of this Supplier Code of Conduct which will then form part of the Supplier Profile document which needs to be completed to be selected and retained as a supplier to deSter. We also expect our suppliers to use their best efforts to implement these standards with their suppliers and subcontractors.

Policy

In setting our ESG targets, we prioritised our contribution to the Sustainable Development Goals (SDG) based on the direct and indirect impact we have on the issues they address, and we selected the relevant SDG targets. Our ESG targets are therefore aligned with the **United Nations Sustainable Development Goals**, providing us with a language that is universally understood.

To foster this same culture throughout our supply chain, we require our suppliers to support, embrace and enact the following ESG Standards:

Environmental:

- i. to adhere to the principles of **environmental protection** by:
 - a. supporting and respecting the fundamental principles of environmental protection through the implementation of an environmental policy aimed at alignment with the best practices in the profession;
 - b. ensuring scrupulous respect of mandatory local, national and international regulations in effect as well as general environmental protection principles in the framework of its activities;
 - c. using its best endeavours to implement a system within a reasonable amount of time for controlling the impact of its activities on the environment by adopting measures to identify the environmental consequences of these activities;
 - d. using its best endeavours to promote these environmental principles set forth above in its dealings with its own suppliers, service providers and/or sub-contractors.

Social:

- i. to support and respect the protection of **internationally proclaimed human rights** and to ensure they are not complicit in human rights abuses principles defended in the **International Bill of Human Rights** consisting of:
 - a. the Universal Declaration of Human Rights;
 - b. the International Covenant on Civil and Political Rights;
 - c. the International Covenant on Economic, Social and Cultural Rights.

- ii. to support and respect the **International Labour Organization's Declaration on Fundamental Principles and Rights at Work**, including the eight key Conventions on which the Declaration is based and, in particular:
 - a. not to have recourse to illegal employment and to respect current labor regulations as well as all regulations specific to its activities;
 - b. not to practice any form of discrimination with respect to hiring or personnel management, and to promote equality in professional treatment;
 - c. not to use any form of mental or physical coercion, or corporal punishment for disciplinary purposes;
 - d. to prohibit any use of forced, bonded or indentured labor or involuntary prison labor;
 - e. to ensure that any work, including overtime work, will be voluntary and workers should be free to leave upon reasonable notice;
 - f. to respect current legislation with regard to working schedules, remuneration, training, collective bargaining, health and safety;
 - g. the abolition of child labor.

- iii. To support and respect the **United Nations Global Compact** or the **United Nations Guiding Principles on Business and Human Rights** and the **OECD Guidelines for Multinational Enterprises**, regardless of whether the supplier is a participant.

In case national law and international human rights standards differ, we expect to follow the higher standard; where they are in conflict, to adhere to national law, while seeking ways to respect international human rights to the greatest extent possible.

Governance:

- i. to work against **corruption** by:
 - a. forbidding the offer or payment of bribes to its customers or to the business associates of its customers;
 - b. forbidding its employees to request or accept bribes, whether for their own benefit or that of their families, friends, associates or acquaintances;
 - c. ensuring there are adequate procedures in place to prevent bribery in all commercial dealings.

- ii. Suppliers need to acknowledge that deSter operates a specific **Anti-Corruption Policy** and a specific **Gifts, Entertainment and Charitable Contributions Policy**.

Monitoring, Remediating & Reporting

To enable deSter to verify Supplier complies with the Supplier Code of Conduct, the Supplier is to allow deSter, as deSter reasonably requests, to evaluate alignment and compliance.

If the Supplier becomes aware that by providing its services he may breach the Supplier Code of Conduct, then it is to notify deSter as soon as reasonably practicable and to:

- a. promptly provide deSter with a corrective action plan to the satisfaction of deSter (acting reasonably); and
- b. to implement the plan within a reasonable period of time to be agreed between deSter and Supplier.

If the Supplier fails to implement the corrective action plan to the satisfaction of deSter (acting reasonably) within the agreed period of time, then deSter may give written notice immediately ending any order and / or any other agreements between deSter and Supplier.

deSter undertakes to deal fairly with our suppliers and never take advantage of our market relationships through manipulation, deception, misrepresentation or any other unfair-dealing practice. deSter will protect the confidentiality and privacy of our suppliers.

Resources

United Nations Sustainable Development Goals:

<https://sdgs.un.org/goals>

United Nations Global Compact:

<https://www.unglobalcompact.org/>

International Bill of Human Rights:

<https://www.ohchr.org/documents/publications/factsheet2rev.1en.pdf>

International Labour Organization's Declaration on Fundamental Principles and Rights at Work:

<https://www.ilo.org/declaration/lang--en/index.htm>

OECD Guidelines for Multinational Enterprises:

<https://www.oecd.org/corporate/mne/>

You are part of our supply chain – We count on your commitment

Thus, adopted by deSter's Global Leadership Team on January 1st, 2022.

The Supplier hereby acknowledges receipt and acceptance of deSter's Supplier Code of Conduct

Name of Authorized Representative(s):

Supplier Name:

Address:

Place and Date:

Please add company stamp when relevant