



CODE OF CONDUCT FOR SUPPLIERS

TruVant’s mission statement declares our aspiration to be a leading provider of innovative, high-quality packaging solutions. Customer and employee satisfaction, commitment to quality, integrity, responsible environmental stewardship, and a safe working environment are core elements of our culture. Multidimensional reliability is central to our business philosophy, encompassing both high-quality standards and responsible business conduct. We aim to grow sustainably by meeting customer expectations, generating profit for stakeholders, and caring for the environment and people’s well-being.

Our commitment to reliability depends on working with business partners who share our principles. Therefore, we have revised our Supplier Code of Conduct (the “Code of Conduct”) and expect all entities in a business relationship with TruVant to comply with applicable laws and the principles outlined in this document. The obligations set forth in the Code of Conduct apply to the following groups (the “Suppliers”):

- Suppliers of packaging materials, machinery and all other goods and commodities.
- Service providers essential to our operations and facilities.

We are committed to sharing our knowledge and experience in responsible business practices. We will support our Suppliers in implementing the provisions of this document, recognizing that full compliance may not be immediate. Therefore, we are open to collaboratively developing a pathway to meet our expectations. However, in cases of unsatisfactory progress or severe violations of the Code of Conduct, we reserve the right to terminate cooperation.



Monitoring Compliance

Each TruVant Supplier is obliged to continuously monitor compliance with the Code of Conduct. Additionally, we reserve the right to conduct audits to verify adherence to the provisions in this document. Upon request, Supplier must grant access to relevant documents and permit social audits on their premises, conducted either by TruVant or subcontractors selected for this purpose. We commit to carrying out these audits in a matter that does not disrupt business operations.

If you become aware of or suspect violations of the Code of Conduct, we encourage you to report them through our confidential and dedicated ethics platform:

➔ etyka.truvariant.com.pl in Europe

➔ ethics.truvariant.com in North America

This platform is available for anyone performing work, regardless of the type of contract (employment relationship or civil law contract). We pledge to maintain full confidentiality and take appropriate action in response to reported concerns. In turn, we require our Suppliers to protect whistleblowers from any retaliation and inform their employees about the availability of the platform.

Commitment to Legal Compliance

We require all Suppliers to comply with local laws in the countries where they operate, particularly those concerning:

- Anti-corruption and anti-bribery measures
- Anti-money laundering
- Antitrust regulations
- Data and information security
- Privacy protection
- Product and service safety
- Environmental protection
- Human rights

If local regulations are stricter than the provisions of the Code of Conduct, Suppliers must comply with the law. Conversely, if this Code of Conduct imposes stricter requirements than local laws, we expect Suppliers to follow the Code of Conduct's higher standard.



Commitment to Environmental Protection

Recognizing the finite nature of environmental resources, we require our Suppliers to actively minimize their negative impact on the environment in line with the scale and nature of their business. Specifically, we expect Suppliers to:

- Identify key environmental impacts, including those related to climate change, water and marine resources, air and soil pollution, natural resources, and biodiversity.
- Implement systems, policies, or strategies for effective environmental management.
- Develop and execute action plans to reduce environmental impact.
- Ensure adequate competence and knowledge for effective environmental management.
- Act against climate change, including monitoring carbon footprints and improving energy efficiency.
- Use natural resources efficiently, sourcing paper and wood materials from sustainable sources.
- Responsibly manage water use and monitor local water resource impacts.
- Responsibly manage impact on biodiversity, considering all pollutants released into the air, water and soil may disrupt natural ecosystems.
- Track and mitigate environmental incidents, with proper remediation measures in place.
- Inform Truvariant of any significant environmental incidents.

Commitment to Employee Safety and Health

Ensuring safe working conditions and protecting the health of those working for Truvariant is paramount. We expect our Suppliers to:

- Maintain workplace safety management policies and, where applicable, management systems.
- Implement procedures that uphold an uncompromising approach to safety.
- Regularly assess and mitigate workplace safety risks.
- Provide workers with appropriate protective measures.
- Conduct regular health and safety training.
- Engage workers in fostering a strong safety culture.
- Monitor safety incidents and implement corrective measures.
- Track and improve accident rates.
- Inform Truvariant of all serious safety incidents and adverse health effects.

Commitment to Human Rights

Respect for human rights is an integral part of our sustainability policy. Our approach aligns with the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, the International Bill of Human Rights, and the ILO Declaration on Fundamental Principles and Rights at Work. We require our Suppliers to uphold these standards and take appropriate remedial actions when human rights violations occur.



Specifically, we expect Suppliers to:

- Provide fair, timely, and dignified remuneration to all workers. Fines or unauthorized wage deductions are strictly prohibited.
- Adhere to legal working hour obligations as outlined in the ETI Base Code.
- Ensure employees receive proper overtime compensation, rest periods, holiday leave, and sick leave.
- Prohibit child labor. In the absence of local regulations, a minor is defined as anyone under 15 years of age.
- Prohibit forced labor, human trafficking and modern slavery, including practices such as restricted movement, withheld wages, excessive working hours, recruitment fees, and retention of personal documents.
- Uphold employees' rights to associate and enter into collective labor agreements.
- Prevent discrimination based on race, nationality, gender, age, sexual orientation, religion, disability, or other protected characteristics at all stages of employment.
- Employ only individuals with legal working status and necessary permits.

Supplier's declaration

I hereby confirm, on behalf of the Supplier, that I have received, read, and understand the principles set forth in the TruVant's Supplier Code of Conduct. I confirm, on behalf of the Supplier, that I am its authorized signatory, and that the Supplier will comply with the Code of Conduct and the regulations referred to herein.

Supplier name	
Supplier Address	
Representative name	
Position	
Place and Date	