

## **Supplier Code of Conduct**

### **1. Purpose**

Container Systems B.V. (“the Company”) is committed to conducting business responsibly and with integrity. This Supplier Code of Conduct outlines the minimum expectations we hold for all suppliers, contractors, and partners (“Suppliers”) who provide goods and services. The policy is designed to ensure compliance with applicable laws, ethical business practices, and respect for human rights and the environment throughout our supply chain.

### **2. Compliance**

Suppliers must comply with all applicable laws and regulations, as well as this Code of Conduct. If a supplier agreement contains stricter requirements than this Code, those contractual terms will prevail. In case of conflicting legal obligations, Suppliers are expected to follow the standards that best protect workers and the environment.

The Company reserves the right to request proof of compliance, conduct audits (with or without notice), and require corrective actions if non-compliance is identified. Repeated or serious violations may result in termination of the business relationship without compensation.

### **3. Product and Service Quality**

Suppliers must provide goods and services that meet all quality, legal, and safety standards, as well as the Company’s internal requirements. Any concerns regarding product safety, quality, or compliance must be reported immediately.

### **4. Health & Safety**

Suppliers shall maintain safe and healthy workplaces, aligned with occupational health and safety legislation. This includes:

- Implementing effective safety management systems.
- Training employees on health, safety, and emergency preparedness.
- Providing clean sanitary facilities and safe drinking water.
- Ensuring emergency procedures are in place and regularly tested.

### **5. Human Rights and Labor Practices**

Suppliers are expected to uphold internationally recognized human rights and labor standards, including:

- Prohibition of forced or child labor.
- Non-discrimination and equal opportunity in hiring and employment.
- Fair treatment of workers, free from harassment or intimidation.
- Respect for freedom of association and collective bargaining.
- Compliance with legal requirements regarding working hours, leave, wages, and benefits.
- Clear, legal employment contracts for all workers.

## **6. Business Ethics**

Suppliers must operate with honesty and fairness, including:

- Anti-bribery: No offering, accepting, or soliciting of improper benefits.
- Gifts & entertainment: Only modest, lawful, and culturally appropriate gestures are acceptable; never to influence decisions.
- Fair competition: No collusion, price fixing, or other anti-competitive practices.
- Conflicts of interest: Must be identified, disclosed, and managed appropriately.
- Confidentiality & information security: Sensitive data must be protected.
- Intellectual property: Suppliers must respect the Company's and third parties' IP rights.
- Data protection: Compliance with relevant data privacy regulations is mandatory.

## **7. Environmental Responsibility**

Suppliers shall comply with all environmental laws, maintain required permits, and work actively to minimize their ecological footprint. They are encouraged to adopt sustainable practices that conserve resources and reduce emissions, in line with the Company's sustainability goals.

## **8. Business Continuity**

Suppliers must develop and maintain contingency plans to ensure the continued supply of goods and services in the event of disruptions.

## **9. Reporting Concerns**

Suppliers are encouraged to raise concerns about potential violations of this Code. Reports may be made confidentially in line with the Company's whistleblowing procedures.

## **10. Updates**

The Company may revise this Code periodically to reflect new standards, laws, or company policies.