



# Supplier Code of Conduct

V.3.0 October 2021



the one to turn to for a higher  
performing supply chain

# About Tosca



## A global leader in reusable plastic packaging solutions

At Tosca, we are committed to providing our customers with the **most efficient and sustainable supply chain**, revolutionizing the flow of perishables through the supply chain, eliminating waste at every turn.

Tosca strives to work with partners that consider sustainability within their strategy and operations. We therefore encourage our critical suppliers to develop a sustainability program, and track and communicate progress against sustainability related goals, if they do not already have such systems in place.

# General Statement



This **Supplier Code of Conduct** details the expectations we have for our suppliers in terms of environment, social and governance management, which are based on those areas we value the most at TOSCA.

We also require suppliers to **comply with applicable local, national and international regulations and legislation** including those which cover all the items addressed in this Supplier Code of Conduct.



# Environmental Responsibility

Tosca takes its responsibility to protect the environment very seriously. We therefore **encourage our suppliers to:**

- **Minimize energy consumption and reduce greenhouse gas (GHG) emissions.** Tosca encourages its suppliers to track their energy consumption and GHGs emissions with the aim of understanding their carbon footprint and establishing reduction impacts.
- **Use renewable Energy.** Wherever practical, Tosca encourages the use of renewable energy.
- **Manage water use and recycle wherever possible.** Tosca expects their partners to use water responsibly in operations and seek innovative solutions for reuse or recycling of water.
- **Reduce waste.** Avoiding or reducing waste is a priority for Tosca, and fits into our core mission of eliminating waste at every turn. Reusing and recycling waste wherever practical should also be addressed.
- **Taking a circular economy approach.** Focusing on the reuse of products and goods and increasing use of recycled content in their manufacture.
- **Prevent uncontrolled releases.** Managing chemicals, waste, gases or other materials which may pose a threat if released to the environment, and having an emergency response plan to minimize the impact, is something Tosca requires of its suppliers.
- **Avoid impacts to biodiversity.** Tosca encourages its suppliers to review their operations for impacts on biodiversity and incorporate management approaches to eliminate such impacts where practical.
- **Minimize transportation.** All forms of transportation including road, rail, air and shipping, have the potential to generate significant volumes of GHG emissions. Tosca encourages suppliers to minimize the amount of transportation required.
- **Conserve natural resources.** Tosca expects suppliers to minimize the use of raw materials and procured goods and services, and use recycled materials wherever possible to conserve natural resources.

# Social Responsibility

Tosca is focused on the protection of the workforce as well as the local communities related to supplier activities. We strive to create a **caring climate for all employees** and require our suppliers to act with the same mindset. We therefore **require that our suppliers:**

- **Prevent Human Rights impacts.** Tosca requires its suppliers to adhere and act in accordance with the International Labour Organization law and Universal Declaration of Human Rights.
- **Prohibit discrimination & harassment.** Tosca does not permit any discrimination and harassment of employees based on their race, colour, national origin, age, religion, sex, disability or genetic information.
- **Ban Child and/or forced labour.** Tosca condemns companies that permit child and/ or forced labour within their direct or indirect operations. We formally require our suppliers not to employ workers below the legal minimum age applicable in their jurisdiction.
- **Allow freedom of association.** Tosca's suppliers should allow freedom of association in their workplace and their employees to join a trade union.
- **Support diversity, equity and inclusion.** Tosca promotes a diverse, equitable and inclusive workforce and expects suppliers to do the same.
- **Minimize Safety incidents.** Tosca requires our suppliers to take all preventive actions necessary to avoid injuries, safety incidents and occupational illness. Employees must be able to access a workplace as safely as possible, provided with work procedures and given appropriate safety training. Tosca also expects its suppliers to ensure its products protect the health and safety of customers and consumers.
- **Protect Health.** Tosca expects its suppliers to provide their employees with clean toilet facilities, potable water and sanitary eating facilities with areas to store food when appropriate.
- **Promote freedom from retaliation.** Tosca expects its suppliers to operate in a way that enables its workers and contractors to speak freely and reports incidents or concerns in good faith without fear of retaliation.
- **Protect the right to privacy.** Tosca suppliers should only collect, use, retain or disclose and safeguard the personal data of its employees, customers or other third parties when needed to operate effectively and in compliance with law.



# Governance Responsibility

Tosca works hard to ensure it operates ethically every single day. We have the same expectations of our suppliers, especially in, but not limited to, the areas of:

- **Data Confidentiality.** Tosca suppliers must take adequate measures to ensure the safeguarding of any of Tosca's confidential information and that nothing is shared without the express permission of Tosca.
- **Personal Data.** Tosca requires its suppliers to use, treat, handle, store, process, transfer and access any personal information in compliance with applicable privacy laws.
- **Information Transparency.** Tosca expects its suppliers to communicate with accuracy and transparency in respect of their sourcing practices, production sites and product information.
- **Conflict Free Minerals.** Tosca requires its suppliers to undertake reasonable due diligence with their supply chain to identify and document the source of origin of the minerals contained in the materials, components, and products provided to Tosca, respond to any inquiries in support of Tosca's reporting requirements, adopt policies and systems to source conflict-free minerals, and require their suppliers adopt similar socially responsible sourcing practices and policies.
- **Food Safety & Quality.** Tosca's suppliers must provide high quality and safe products, services, and materials.
- **Labels.** Tosca requires its suppliers to provide products that are compliant with relevant legislation and utilize appropriate labels when needed.
- **Corruption & Bribery.** Tosca expects its suppliers to implement preventive and corrective actions that avoid all forms of corruption, bribery, and/or fraud.
- **Fair Competition.** Tosca expects its suppliers to apply fair business practices. They should not take advantage of any dominant position to gain an unfair advantage over competitors.
- **Conflicts of Interest.** Suppliers must avoid circumstances which could result in a conflict of interest. These include business relationships with family and friends, or competitors to Tosca if undisclosed.
- **Trade compliance.** Suppliers may not source any goods or services for Tosca from any entity known to be headquartered in or owned or controlled by a national of countries sanctioned by local, federal, or global government and trade entities. A list of sanctioned countries will be provided on request.



# Final Requirements

Tosca encourages its suppliers to have **mechanisms in place**, which:

- Allow for continual improvement of its social, environmental and ethical performance.
- Respond to social, environmental and ethical issues/infractions and report them to the satisfaction of the authority having jurisdiction.
- Identify non-conformances and address them via verifiable corrective action plan(s).
- Any breaches of this Supplier Code of Conduct or failure to comply with local, national or international regulations is the sole responsibility of the Supplier.
- The supplier must notify Tosca of any such breaches immediately. Failure to do so may result in the supplier being eliminated from the Tosca supplier list.

Please sign the **Statement of Compliance** and return a copy to your Tosca procurement contact.



# Statement of Compliance

Here within \_\_\_\_\_ confirms compliance with Tosca's Supplier Code of Conduct as of the date below and commits to continuance during the term of engagement.

Name of supplier's company:

Name of contact person:

Position of contact person:

Date of approval:

Signature:

Supplier company stamp (if available):





# Reporting a Concern to Tosca



Anyone, including our suppliers, can **report a concern** through our independent Ethics Hotlines (below), your main contact, procurement, or anonymously through our website.

**Austria**  
0800 068784

**Belgium**  
0800 74717

**Germany**  
0800 1810196

**Israel**  
1809 349253

**Italy**  
8007 29260

**Netherlands**  
0800 0226792

**Poland**  
8000 05059

**Spain**  
9009 97931

**UK**  
0808 1962109

**USA**  
855 515 0090

Reports can be made anonymously and all information provided is kept **strictly confidential**.

# Thank You



Thank you for reviewing the **Supplier Code of Conduct**.

**Please Note:** The Tosca Supplier Code of Conduct may be updated on occasion. It is your responsibility to check back whether any changes have been made. The most current version of the Tosca Supplier Code of Conduct is available on the sustainability page of our website.

