



Polytainers Supplier Code of Conduct

Our Supplier Code of Conduct reflects Polytainers values and principles and describes our requirements of our suppliers with whom we leverage a continuous improvement mindset, a collaborative approach, and a bias for action. By working together in collaboration with industry, society, government, and communities, we can have a much larger and longer lasting impact.

Our Values

- Customer First
- Do What's Right
- Commit to Results
- Innovate for Excellence
- Partner for Excellence
- Win Through Teamwork

All suppliers, vendors, contractors, consultants, agents and other providers of goods and services who do business with Polytainers are expected to follow this Supplier Code of Conduct and all relevant local laws, regulations, rules, and policies that may apply to the specific services provided by Suppliers to Polytainers. Suppliers are also expected to communicate and apply this Supplier Code of Conduct and relevant policies with their suppliers. Unless otherwise expressly agreed to in writing a Supplier's acceptance of a purchase order or supply of goods or services constitutes that Supplier's acceptance of the terms set forth in this Supplier Code.

Human Rights and Labor

Polytainers does not tolerate child labor in our supply chain. Polytainers requires our Suppliers, including their labor agents/agencies, to prevent child labor in their operations and in their supply chain and encourages our Suppliers to participate in industry efforts aimed at the elimination of such practices wherever they exist in the supply chain.

Forced Labor: Suppliers shall not use involuntary, enslaved, forced, prison, or debt bondage labor of any kind. Suppliers shall not be involved in human trafficking activity and shall not use any corporal punishment, physical or psychological abuse, or threats of violence, or coercion to secure or retain their workers. Suppliers shall not require payment of fees or the surrendering of identification as a condition of employment. All workers shall be provided with the terms of their employment in a language they understand.

Child Labor: Suppliers shall not employ children that are under 15 years of age, or 14 years of age where local law allows, or under the legal minimum age for employment in the country, whichever is greatest.

Any employment of workers under the age of 18 shall not interfere with schooling or vocational education and shall not expose children to risks that could cause health, safety, or moral harm, as specified in the ILO Worst Forms of Child Labour Convention (No. 182).

Freedom of Association: Suppliers shall recognize and respect the rights of employees to freedom of association.

Work Hours and Overtime: Suppliers shall ensure that work schedules and overtime are consistent with all applicable laws and collective bargaining agreements, whichever affords the greater level of protection. Workers shall receive annual leave and public holidays in accordance with local law.

Health & Safety: Supplier must comply with all applicable health and safety laws and regulations. Polyainers encourages suppliers to implement appropriate policies and procedures to mitigate health and safety risks and to monitor occupational injuries and illnesses and to maintain an effective training program.

Wages and Benefits: Suppliers shall provide compensation directly to employees that includes wages, overtime pay, and benefits that meet or exceed the legal minimum standards. Wages shall be paid promptly and in full. Wages shall not be subject to deductions as a disciplinary measure. Wage deductions shall not be used to keep workers tied to the employer or to their jobs.

Diversity and Inclusion: Supplier will hire, compensate, promote, discipline, and provide other conditions of employment-based solely on an individual's performance and ability to do the job. Supplier will not discriminate based on a person's legally protected status where that person is employed.

Ethical and Compliance Responsibility

We at Polyainers expect our suppliers and business stakeholders to conduct their business ethically and in a fair way. Suppliers must comply with all the laws and regulations applicable to their business and must obtain all necessary approvals. We expect all interested parties of our business to respect, support, monitor and abide by the law of their respective country. We expect our business partners not to misuse invitations and gifts to influence team members and their business decisions. We expect all partners to comply with all applicable laws for the protection of personal data of employees, customers, suppliers, and other parties involved. In addition, the Know-How, patents, trade, and business secrets of Polyainers must be respected and kept confidential.

Environmental Responsibility

Polyainers expects our suppliers to demonstrate a strong commitment to environmental stewardship. This means actively working to reduce their ecological footprint, adopt sustainable practices, and contribute positively to the health of our planet. Suppliers must comply with all applicable environmental laws and regulations and strive to minimize their environmental impact. This includes reducing waste and greenhouse gas emissions, conserving natural resources, and properly managing hazardous substances. We expect our partners to consider waste prevention, reuse, and recycling when manufacturing products. We expect our partners to comply with all applicable product safety regulations and requirements including that of safety, labelling, packaging, and usage of hazardous products.

Product Quality and Continuous Improvement

Suppliers should have robust quality control processes in place to ensure all products produced/ shipped meet agreed upon quality standards and are food safe compliant. Suppliers must comply with all relevant laws and regulations governing their products as well as any applicable industry standard. Suppliers are expected to be proactive in anticipating changing to the regulatory environment and to communicating any impacts to Polytainers' business. Suppliers should be committed to continuously improving their processes and products using feedback from their stakeholders and identifying areas for improvements. Suppliers should be transparent about their quality control process, if issues arise should take responsibility for addressing and correcting any quality-related complaints. They must work collaboratively to identify opportunities for improvement and implement best practices.

We expect our suppliers to actively contribute to our innovation goals by bringing forward new ideas, technologies, and processes. This includes continuously seeking out and implementing innovative solutions that enhance efficiency, sustainability, and overall value. We value partners who are proactive in driving progress and are committed to collaborative innovation.

Confidentiality and Intellectual Property

Suppliers must take all reasonable steps to ensure the protection of Polytainers intellectual property and not disclose any confidential information or trade secrets acquired through working with Polytainers. Suppliers will manage technology and know-how in a manner that protects intellectual property rights, protects information, and business operations to protect themselves and its customers business continuity.

Confirmation on the Part of the Supplier

We hereby confirm that we have received and understood the Polytainers Code of Conduct for Suppliers. We further guarantee that all our activities are carried out in accordance with the contents of the Polytainers Code of Conduct for Suppliers.

By (signature)

Name (print)

Title

Company

Date
