

Supplier Code of Conduct

Dear Sir or Madam,

The RattPack Code of Conduct for Suppliers is an important constituent of our company policy of sustainability. The structure of the code of conduct is as follows:

1. Understanding of sustainable supplier management
2. Employee relations
3. Health & safety at work
4. Environmental protection
5. Behaviour in business environment
6. Supplier relations
7. Compliance

Compliance with this code of conduct is mandatory for all suppliers to the RattPack Group. By the same token such compliance is subject to continuous review and accountability to the company management.

We request that you initial the code and have it signed by an authorized signatory. Please forward it by surface mail to:

RattPack Group
c/o
Pawag Verpackungen zH
Herrn Patrick Weichselbraun
Achstrasse 38 A-6922 Wolfurt

With best regards,

RattPack Group Patrick Weichselbraun



Supplier Code of Conduct

1. Our understanding of sustainable supplier management

The RattPack Group understands sustainability to be a fundamental constituent of our business processes. As a packaging company group we source raw materials, goods and services from suppliers around the globe in order to secure sustainable success for our customers.

Basis for this is a responsible company management oriented towards sustainable value creation. For this reason we integrate suppliers directly into our sustainability policy. As far as our procurement activities are concerned we attach great value to social and ecological aspects such as human rights, working conditions, corruption prevention and environmental protection in addition to process-related economic and technical criteria. In addition to the priorities of product/performance, market, region and process, significant factors for the selection and appraisal of suppliers include costs, quality, reliability, innovation and sustainability. RattPack expects from its suppliers that their activities comply with respective national statutory requirements, the United Nations Global Compact and this RattPack Supplier Code of Conduct. In addition it is expected that they instigate suitable processes in their companies which support compliance with statutory requirements and continuous improvement as far as the principles and requirements of the RattPack Supplier Code of Conduct are concerned.

Furthermore RattPack expects from its suppliers that they undertake to ensure that their affiliated companies recognize and comply with the principles specified here.

2. Employee Relations

RattPack expects from its suppliers that they comply with their respective fundamental national statutory requirements pertaining to employment rights. Moreover RattPack expects recognition of the core labour standards of the International Labour Organization (ILO) subject to the applicable statutory requirements and legal structure in the various countries and locations.

Child Labour

RattPack expects that its suppliers prohibit and desist from every form of child labour in their companies.

**Discrimination**

RattPack expects from its suppliers that they promote equal opportunities and equality of treatment and that they prevent discrimination in the hiring of employees as well as their promotion or measures for their training and self-improvement. No employee may be discriminated against on the grounds of gender, age, skin colour, culture, ethnic background, sexual identity, disability, religious confession or ideology.

Forced Labour

RattPack expects that its suppliers do not permit forced labour in their companies.

Freedom of Association

RattPack expects that its suppliers respect the rights of employees to representation and collective negotiation within the framework of respective national statutory requirements.

Remuneration and Working Hours

RattPack expects that its suppliers comply with the respective national statutory requirements pertaining to working hours. Moreover it is expected that suppliers' employees receive remuneration in compliance with respective national statutory requirements.

3. Health & Safety at Work

RattPack expects that its suppliers comply with the respective national statutory requirements with regard to health & safety at work. In addition it is expected that suppliers establish and apply an appropriate work safety management regime. On the one hand this includes the containment of actual and potential work safety hazards and on the other, the training of employees in the prevention of accidents and occupational diseases.

4. Environmental Protection

RattPack expects that its suppliers comply with the respective national statutory environmental requirements, regulations and standards. In addition it is expected that suppliers establish and apply an appropriate environmental management regime in order to minimize environmental impact and hazards and to improve environmental protection in day-to-day business operations.



5. Behaviour in the Business Environment

a) Prohibition of Bribery and Corruption

RattPack expects zero tolerance of corruption from its suppliers and that they ensure compliance with the conventions of the United Nations (UN) and the Organisation for Economic Co-operation and Development (OECD) for combating corruption and pertinent anti-corruption laws. In particular they are to ensure that their employees, subcontractors or representatives do not offer, promise or provide RattPack employees or their associated third parties any form of advantage with the objective of securing an order or any other favour in business dealings.

b) Invitations and Gifts

RattPack expects that its suppliers do not misuse invitations and gifts to exert influence. Invitations and gifts for RattPack employees or their associated third parties are only allowed if the occasion and magnitude are appropriate i.e. they are of little value and can be considered to be an expression of generally recognized local business conventions. Invitations to events of any kind are undesirable unless such events have a training value. Gifts to RattPack employees are undesirable and are collected on special occasions (e.g. Christmas gifts) and distributed to third parties not directly involved.

c) Avoidance of Conflicts of Interest

RattPack expects that its suppliers take decisions concerning business operations with RattPack solely on the basis of objective criteria. Conflicts of interest in private matters or with economic or other activities including those of immediate family or other associated persons or organizations are to be avoided from the outset.

d) Free Competition

RattPack expects its suppliers to behave fairly in competition and to observe applicable anti-trust laws. Suppliers do not participate in agreements with competitors in violation of anti-trust law or abuse a possible dominant market position.

6. Supplier Relations

RattPack expects that its suppliers communicate all the principles and requirements described here to their subcontractors and suppliers and also take them into account in the selection process. Suppliers are to encourage their subcontractors and own suppliers to observe the standards described here with respect to human rights, working conditions, prevention of corruption and environmental protection, as part of the fulfilment of their contractual obligations.

7. Compliance with the RattPack Supplier Code of Conduct

Every violation against the principles and requirements specified in the RattPack Supplier Code of Conduct is considered to be a significant impairment to the contractual relationship on the part of the supplier. Where there is suspicion of non-compliance with the principles and requirements specified in the RattPack Supplier Code of Conduct (e.g. negative media reports, gratuities detected) the RattPack Group reserves the right to demand disclosure of the circumstances concerned. Moreover RattPack has the right to terminate individual or all contractual relationships with those suppliers where non-compliance with the RattPack Supplier Code of Conduct can be proven or with those who do not seek to introduce measures for improvement.

Stamp

Name:

Date:

Signature:

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