

SUPPLIER CODE OF CONDUCT

1- Introduction

Repack-S acts at all levels of its processes in a responsible and ethical manner to prevent serious violations of human rights and fundamental freedoms, human health and safety, and the environment.

Company practices are governed by integrity, honesty, loyalty and compliance with all applicable legal provisions.

We understand that our ability to meet our own and our customers' compliance standards depends to a great extent on how we work with our suppliers and subcontractors. As a result, we expect them to adhere to a set of rules to ensure that we are working to the same values and principles.

Therefore, this Repack-S Supplier Code of Conduct sets out the minimum requirements that all suppliers and subcontractors agree to comply with in order to do business with Repack-S. It must be an integral part of all contracts with Repack-S.

2- Principles

For all the principles set out in the following sections, Repack-S suppliers and subcontractors must comply with the United Nations Universal Declaration of Human Rights, the International Labour Organisation's Fundamental Conventions, the Organisation for Economic Cooperation and Development's (OECD) guiding principles, the Rules of Conduct of the International Chamber of Commerce and any other international, national and local conventions or regulations applicable to their activities in the countries in which they operate.

If the principles defined by Repack-S in the Supplier Code of Conduct are more demanding, these will prevail.

It is specified that Repack-S may ask its suppliers and subcontractors to demonstrate compliance with these requirements at any time.

3- Responsibility of suppliers and subcontractors

The supplier/subcontractor shall communicate this Repack-S Code of Conduct to any employee involved in the supply of goods or services to Repack-S. In addition, it must require the same or equivalent standards of compliance from its suppliers/subcontractors and trading partners that it uses or intends to use to provide goods and services to Repack-S.

3.1- Labour standards

In particular, the supplier/subcontractor agrees:

- Never to use any form of illegal, forced or compulsory labour;
- Not to engage in or benefit from any form of child labour, and in particular not to employ anyone who has not reached the legal age required to work, except in a training programme for young people and validated by public authorities;

- To respect the fundamental human rights enjoyed by employees;
- Not to practice any form of discrimination in respect of employment and professional activity and therefore ensure equal opportunities and treatment in respect of employment;
- To protect employees from all forms of physical, sexual, mental or verbal harassment.
- To comply with the applicable legal and regulatory provisions concerning the maximum number of working hours and minimum number of rest days;
- To comply with applicable legal and regulatory requirements regarding minimum wage;
- To recognise and respect the freedom of association and collective bargaining of employees;
- To ensure that the workplace is safe and clean and does not create any danger to the health and safety of employees.

3.2– Ethics

In particular, the supplier/subcontractor agrees:

- To conduct its business with the utmost integrity and comply with all laws and regulations in force in the country in which it conducts its business;
- Not to engage in or tolerate any form of corruption, extortion, or misappropriation of funds. Bribery, illegal commissions and money laundering are strictly prohibited. Illegal kickbacks and commissions consist of accepting or giving money, remuneration, credits, gifts, favours or any other element of value in direct or indirect exchange for preferential treatment;
- To comply with antitrust and fair competition laws. It is prohibited to enter into an agreement with competitors with the purpose or effect of fixing prices, distorting a call for tenders, sharing a market or customers, limiting production or boycotting a customer or supplier. Obtaining protected or confidential information by espionage or theft is strictly prohibited;
- To avoid conflicts of interest. Professional decisions must be based on needs, rather than on personal or family interests of employees, or any other reason that creates a conflict that may affect the objectivity of each party. In this regard, a personal relationship with an employee, supplier, customer or competitor of Repack-S must never influence the decisions made by a supplier or subcontractor on behalf of Repack-S.
- To identify and remove risks relating to conflict minerals. Conflict minerals are tin, tantalum, tungsten and gold that come from a region of the world where a conflict is taking place. They are a source of financing for warlords, fuelling violence in the Republic of Congo and neighbouring countries or further down the supply chain.
- To implement actions to combat the marketing of counterfeit products.

3.3- Confidentiality

Repack-S requires its suppliers/subcontractors to respect intellectual property rights, trade and business secrets, and any other confidential, proprietary or sensitive information. This means that the supplier/subcontractor more specifically agrees to:

- Take adequate technical measures to avoid any unwanted disclosure of intellectual property or trade secrets and to require confidentiality commitments from trading partners who need access to such items in order to fulfil their obligations with respect to our company;
- Comply with the regulations in force in the country concerned (e.g. GDPR) concerning the collection and use of personal data from our employees, customers or own employees and business partners. Such data must be carefully processed and protected to ensure that it is not lost, misused, accessed without authorisation, disclosed, modified or destroyed.

3.4- Environmental responsibility

Repack-S is determined to carry out its operations in a manner that respects the environment. The supplier/subcontractor must therefore engage in an approach to minimise its negative impact on the environment and more specifically agrees to:

- Establish and/or develop initiatives that contribute to the preservation of the environment and the mitigation of its negative impacts on natural resources;
- Limit the waste generated by their industrial processes and ensure their disposal with environmentally friendly solutions;
- Avoid the use of toxic products. Where there is no alternative to the use of such products, it is necessary to ensure that their use and treatment are safe;
- Encourage the development of environmentally friendly technologies (control of pollutants, CO2 emissions, etc.), as well as energy saving and recycling,
- Implement logistical strategies limiting environmental impacts (including storage, transport and transshipment).

3.5- Occupational health and safety

In particular, the supplier/subcontractor should:

- Ensure that its activities do not adversely affect the health of its personnel, its own subcontractors, local populations and users of its products;
- Be proactive on health and safety issues. The risks associated with its business must be identified, assessed, and subsequently eliminated or mitigated;
- Comply with all specific health and safety obligations, as well as any measures concerning health surveillance, recordkeeping, and exposure limits for the use of carcinogens, mutagens and reprotoxics (CMRs);
- Demonstrate that its products comply with EU REACH Directive (EC) no. 1907/2006 and the restrictions on the use of certain hazardous substances in electrical and electronic equipment as defined in European Directive 2002/95/EC (RoHS)/

4- Implementation

Repack-S wants to involve its suppliers/subcontractors in a common progress approach, in order to identify the weaknesses of the production chain and desirable developments in the protection of the environment, human rights, working conditions and the fight against corruption.



Z.I. du Bois Bernoux – F-71290 CUISERY (France)
 ☎+ 33 (0) 385 321 014
 📠+ 33 (0) 385 325 212
 Email: contact@repack-s.com
 Website: www.repack-s.com

Repack-S wants to exchange good practices with its suppliers/subcontractors in order to benefit from the progress made by each one.

By adhering to this Supplier Code of Conduct, the supplier or subcontractor of Repack-S agrees to be evaluated or audited by Repack-S or by a third party mandated by Repack-S based on the principles set out above.

We hereby confirm that we have received and taken note of the contents of the Repack-S Supplier Code of Conduct.

For:

Mrs, Mr: *.., (title of representative)*

On:

In:

Signature and stamp of the company: