



JULY 2025



RESPONSIBLE PURCHASING CHARTER

SUPPLIER AND SERVICE PROVIDER RELATIONS

**CARDBOARD,
A PRODUCT WITH
INFINITE RESOURCES**

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FOREWORD

For over 70 years, TUPACK has been designing and manufacturing tubes, cores, cylindrical packaging, and cardboard trays that meet the requirements of all the sectors in which its clients operate.

By committing to the EcoVadis certification in 2023 and the Engagé RSE label in 2024, TUPACK confirms its dedication to promoting the principles of Corporate Social Responsibility (CSR). Our ambition is to be a company with a positive impact on the planet, its people, and the regions where we operate. To meet the strong expectations of our clients and adapt to new ecological challenges, TUPACK is investing in the long term in the development of innovative products that respect both humans and the environment.

This charter applies to all contractual relationships that TUPACK maintains with its suppliers and service providers. It is based on the 10 principles of the United Nations Global Compact.

TUPACK'S CORPORATE SOCIAL RESPONSIBILITY COMMITMENTS

TUPACK SEEKS THE RIGHT BALANCE BETWEEN SOCIAL COMMITMENTS, ENVIRONMENTAL IMPACT, AND ECONOMIC PERFORMANCE.

1

ENVIRONMENTAL FOCUS

TUPACK is a key player in the circular economy by integrating its products and innovations into reuse and recycling cycles, thereby reducing its environmental impact while preserving natural resources

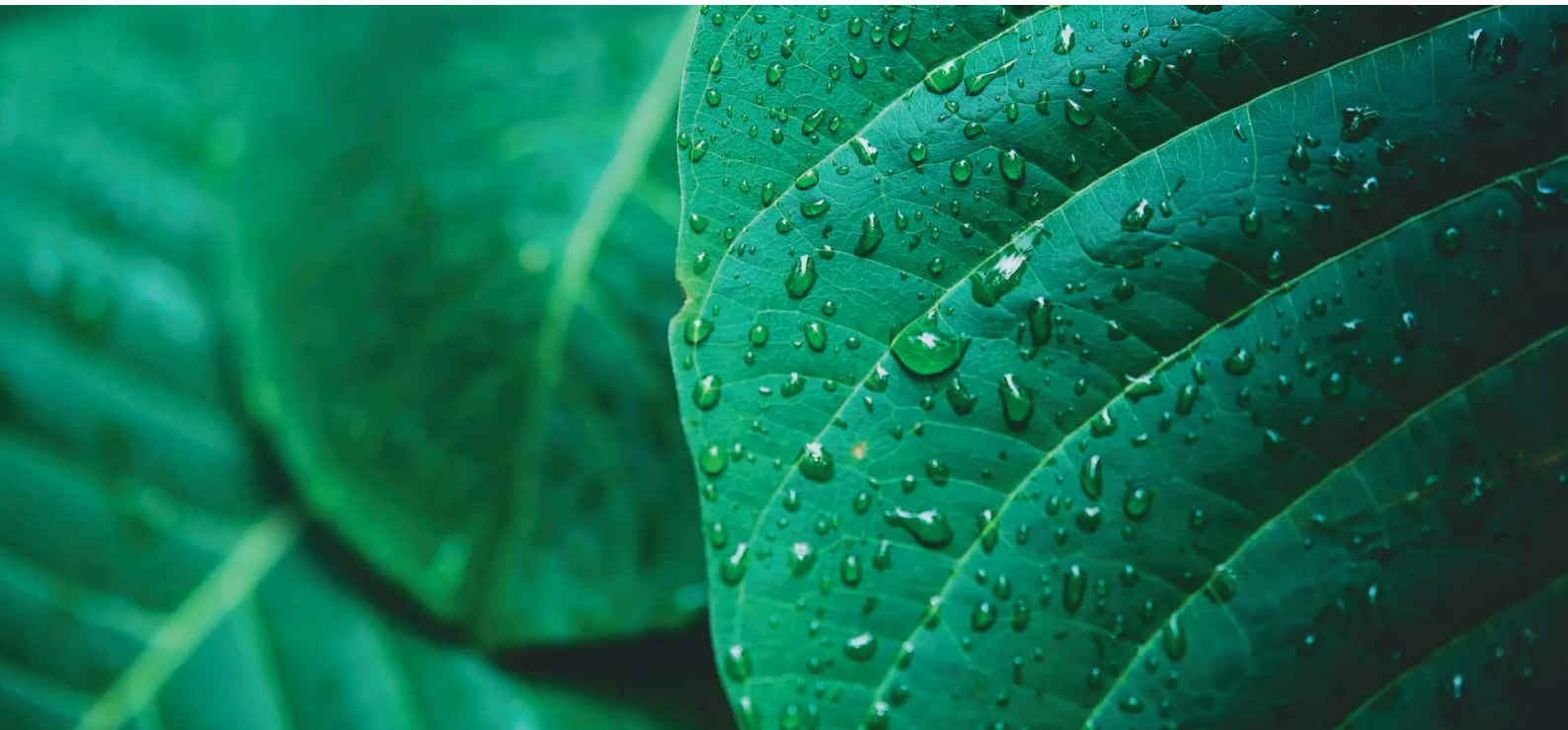
SOCIAL FOCUS

TUPACK promotes the fulfillment and professional development of its employees by providing an inclusive environment, training opportunities, and a culture that encourages creativity and personal growth.

ECONOMIC AND SOCIETAL FOCUS

By addressing the needs of its stakeholders, TUPACK balances economic and societal interests by providing quality products that satisfy its customers while positively contributing to the social and economic fabric of its community.

We do not seek to use our membership in professional organizations to obtain or exchange confidential commercial information in violation of antitrust laws and regulations.



PRINCIPLES BINDING TUPACK'S SUPPLIERS

2

ETHICAL AND FAIR WORK

TUPACK requires high ethical standards from all its partners throughout their supply chains.

ANTI-CORRUPTION, MONEY LAUNDERING, AND TERRORISM FINANCING

TUPACK expects its partners to comply with applicable national and international accounting and tax standards and procedures, as well as to adhere to the relevant national and international laws and regulations.

Suppliers, service providers, and their contractors must neither offer nor accept any form of bribes, nor engage in any acts of corruption, extortion, embezzlement, money laundering, insider trading, influence peddling, terrorism financing, fraud, or other illegal practices.

Suppliers, service providers, and their contractors must take all necessary measures to ensure the good faith performance of their supplies or services.

ANTI-TRUST

TUPACK expects its suppliers and service providers to comply with antitrust laws. They must not use their membership in professional organizations to obtain or exchange confidential commercial information in violation of antitrust laws and regulations.

TRANSPARENCY

Suppliers, service providers, and their contractors must provide clear and precise information regarding the methods and resources used, production sites, and characteristics of the products or services supplied, and must refrain from any misleading claims. They must provide, upon request, all documentation or information demonstrating full compliance with this code.

CONFIDENTIALITY AND DATA PROTECTION

Suppliers, service providers, and their contractors must protect TUPACK's information by keeping it in a secure location, limiting access, and avoiding discussing or disclosing it in public places.

They also commit to complying with applicable laws and regulations regarding personal data protection (GDPR).

RESPECT FOR HUMAN INTEGRITY

Any supplier, service provider, or subcontractor of TUPACK commits to respecting the Universal Declaration of Human Rights of 1948, the Declaration on the Elimination of All Forms of Discrimination against Women of 1967, as well as the Declaration of the Rights of the Child of 1959.

Any supplier, service provider, or subcontractor of TUPACK also undertakes to comply with the Fundamental Conventions of the International Labour Organization (ILO), particularly regarding freedom of association, the right to organize and collective bargaining, equal pay between women and men, and the prohibition of any discrimination in employment.

FREEDOM OF EMPLOYMENT

TUPACK considers work as a voluntary act, based on mutual consent and free from threats. We do not practice or tolerate any form of forced or compulsory labor. We require our stakeholders to adhere to these commitments.

Suppliers, service providers, or subcontractors must not engage in any form of forced labor. They must not retain official identity documents. Employees must be free to leave their employment after providing the legally required notice period.

CHILD LABOR

Suppliers and service providers must ensure that no person below the legal working age has participated in the production or distribution of their goods or services.

DISCRIMINATION AND HARASSMENT

There must be no discrimination in hiring, remuneration, compensation, access to training programs, promotion, dismissal, or retirement on the basis of race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership, or political affiliation.

No form of moral, sexual, physical, or verbal harassment will be tolerated.

FREEDOM OF ASSOCIATION

Suppliers, service providers, and their contractors are required to respect workers' rights to join or form the union of their choice and to participate in collective bargaining. They must adopt an open attitude towards union activities.

Worker representatives must not face discrimination and are permitted to carry out their representative duties at the workplace in compliance with applicable laws.

EMPLOYMENT CONTRACT

Suppliers, service providers, and their contractors must employ workers who are legally authorized to work at their premises and/or under their responsibility.

WORKING HOURS

Working hours must comply with national laws and collective agreements. Working hours must not exceed the maximum allowed by applicable legislation.

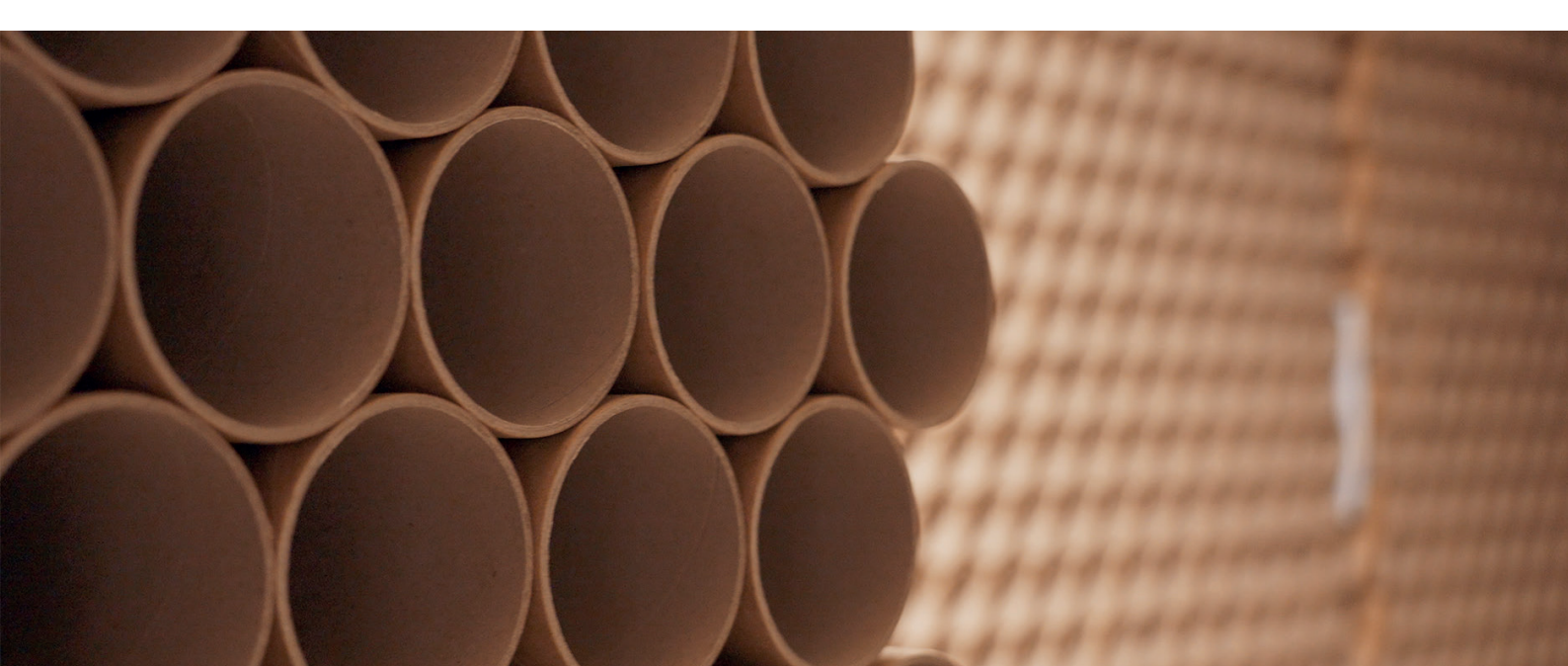
Workers must be granted mandatory rest periods (daily, weekly) in accordance with national law.

REMUNERATION

Suppliers and service providers must ensure their employees are paid in accordance with the law, including payment for overtime, bonuses, and benefits.

HYGIENE AND SAFETY

Suppliers, service providers, and their contractors must provide an environment that complies with hygiene and safety regulations. They must also implement systems to prevent and detect potential risks to the health and safety of all employees and contractors. Workers will receive training in hygiene and safety.



SUSTAINABLE DEVELOPMENT

TUPACK complies with applicable environmental regulations and invests in training and awareness programs to maintain its employees' environmental knowledge. We require our partners who supply us with products or services to adhere to these commitments. We remain vigilant to minimize the use of substances known to be harmful to the environment as well as toxic products in our production processes and will use alternatives wherever technically feasible and possible.

Aware of the environmental impacts of its purchasing activities, TUPACK integrates numerous environmental considerations:

- Reduction of waste, effluent, and atmospheric emissions
- Responsible management of waste and effluents
- Reduction of resource consumption
- Increasing the proportion of purchases incorporating circular economy principles
- Use of eco-labels
- Energy efficiency
- Control of greenhouse gas emission impacts
- Ecological transition
- Preference for renewable resources

We encourage continuous environmental improvement within our supply chains and seek to align our purchasing policy with our environmental commitments. In this context, suppliers, service providers, and their contractors are required to measure and mitigate the environmental effects of their production and operations responsibly.

HAZARDOUS SUBSTANCES

TUPACK requires its suppliers and service providers to comply with current regulations concerning hazardous substances (REACH regulation and others) regarding the registration, evaluation, authorization, and restriction of chemical substances. Suppliers and service providers commit to providing and communicating documentation related to these regulations.

Upon request, suppliers shall provide TUPACK with certificates, technical datasheets, safety data sheets, and, more generally, any information concerning the products they supply.

APPLICATION, DISSEMINATION, AND MONITORING

3

APPLICATION AND DISSEMINATION PROCEDURES

By signing this charter, suppliers accept its terms and commit to strictly complying with the minimum requirements set by TUPACK. In cases where local laws and regulations are less stringent, the principles of this charter shall prevail, provided they do not contravene applicable legal provisions. TUPACK expects its suppliers and service providers to ensure that the principles of this charter are communicated to their own suppliers, service providers, and subcontractors and are enforced; and that they engage suppliers or subcontractors who comply with the same obligations and operate in accordance with the laws and regulations applicable in the jurisdictions where they operate.

VERIFICATION AND EVALUATION

TUPACK reserves the right to verify that its suppliers comply with the requirements of this Responsible Purchasing Charter. Suppliers shall provide the necessary information for verification and evaluation of the principles of this charter, in particular proof of social and environmental certifications.

The company, supplier or service provider to TUPACK, confirms that it has taken note of all the principles set forth in the Responsible Purchasing Charter and commits to complying with them.

Name of signatory:

Position:

Date:

Signature and stamp:

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TUPACK