



JULY 2025

ETHICS CHARTER

A COMMON FOUNDATION FOR A RESPONSIBLE FUTURE

**CARDBOARD,
A PRODUCT WITH
INFINITE RESOURCES**

The first step in the evolution
of ethics is a feeling of solidarity
with other human beings.

Albert Schweitzer



William TAVERNIER

*General Manager
NEUVISTAC TUPACK*

- LYON (69) -

Alain KERBRAT

*Entrepreneur Leader,
Chairman of the TUPACK Group*

- PARIS (75) -

Stéphane GUIBERT

*General Manager
EM2 TUPACK*

- NANTES (44) -

FOREWORD

For over 70 years, the **TUPACK GROUP** has designed and manufactured tubes, mandrels, cylindrical packaging, and cardboard trays that meet the requirements of all sectors in which its customers operate.

Our mission is to support your projects by offering high-quality products, manufactured in France, always within a sustainable economy approach.

ETHICAL WORK

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TUPACK omplies with all laws and regulations in force in its country of production: France.

We seek continuous improvement of this policy and its associated commitments to promote and support the principles to which we adhere.

TUPACK communicates its vision of social responsibility and its CSR policy within its organization and to its stakeholders.

We demand high ethical standards from all our partners in our supply chains and align our purchasing policy with our commitments, as stated in our « Responsible Purchasing Charter ». This charter recalls our demand for exemplary conduct.

All **TUPACK** employees have been made aware of this ethics charter by the CSR referent at their site.



FAIR PRACTICES

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ANTI-CORRUPTION

TUPACK rejects corruption in the transactions it carries out or commissions on its behalf, which might be seen as attempts to obtain or maintain business advantages or influence commercial decisions.

No employee will be penalized or punished for refusing to engage in corruption or for expressing reluctance in this regard.

MONEY LAUNDERING OR TERRORISM FINANCING

TUPACK complies with applicable national and international accounting and banking standards and procedures.

We comply with national and international laws regarding the fight against money laundering, terrorism financing, fraud, and other illegal practices.

ANTI-TRUST

TUPACK complies with antitrust laws.

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.

TRANSPARENCY

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TUPACK complies with the laws and regulations governing the trade of the products it sells, including applicable national regulations and professional codes of conduct.

We provide adequate information to our customers and prospects, for example during calls for tenders, regarding the physical characteristics of our products.

We do not make false or misleading statements or omit important information in promoting our products.

We adhere to high standards of product quality.

We train our employees on the history, heritage, products, and policies of our company. This knowledge enables them to provide complete and reliable information to our partners.

We are committed to providing our customers with clear and transparent information about the origin of the materials used in their products, especially when these materials are FSC® certified.

HUMAN AND CHILD RIGHTS

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TUPACK commits to respecting the « Universal Declaration of Human Rights » at its production sites and in all its relationships with its partners.

We are committed to promoting continuous improvement of social performance throughout our supply chain. To this end, we strive to align our purchasing policy with our social commitments.

RESPECT FOR FUNDAMENTAL CONVENTIONS OF THE INTERNATIONAL LABOUR ORGANIZATION

TUPACK supports the fundamental conventions of the International Labour Organization (ILO) regarding human rights within its organizations and constantly acts in accordance with them.

FORCED AND COMPULSORY LABOR

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.

CHILD LABOR

TUPACK employees are primarily aged between 18 and 65.

TUPACK occasionally trains minors over 15 years old within the clearly defined framework of applicable French laws (for example, professional training programs).

We use professional training to pass on our expertise and know-how to younger generations.

We ask our partners who supply us with products and services to respect these same values. In this respect, we provide them with our « Responsible Purchasing Charter » .

HUMAN AND CHILD RIGHTS

FIGHT AGAINST DISCRIMINATION

TUPACK does not practice or tolerate any form of discrimination.

We respect the cultural and religious diversity of our employees within the secular foundations that govern our society.

We continuously provide our employees with training to acquire, maintain, and develop the skills that give them access to career opportunities.

The ongoing training practiced daily at **TUPACK** enables all our employees to develop their skills and employability.

We are committed to improving gender equality at our production sites.

We require our partners supplying products or services to adhere to these commitments.

PHYSICAL AND MORAL HARASSMENT

TUPACK does not tolerate corporal punishment under any circumstances.

We prohibit any degrading treatment, harassment, abuse, coercion, or intimidation, whatever its form.

In our internal regulations, we clearly communicate to all employees the applicable disciplinary measures and procedures, the various recourses and possible investigations.

FREEDOM OF EMPLOYEES

TUPACK adheres to labor law and applicable sectoral provisions.

We guarantee that the work and services provided by ourselves on our production sites are carried out under legitimate employment contracts.

We do not hold original personal documentation of our employees (identity cards, passports, etc.). We do not require any form of deposit or fee in exchange for employment.

We expect the same commitments from our partners who supply us with products and services.

HUMAN AND CHILD RIGHTS

FREEDOM OF ASSOCIATION

We commit to respecting labor law, including applicable laws and collective agreements.

We require our partners supplying products or services to adhere to these commitments.

We require our partners who supply us with products or services to adhere to these commitments and, if necessary, provide them with the necessary support to meet the required standards.



HEALTH AND SAFETY

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At **TUPACK**, we are committed to ensuring that working conditions are safe and healthy for all employees.

We take proactive measures to prevent accidents, injuries, and health problems related to work.

We ensure that our employees are informed of the specific risks and hazards associated with their roles. We are committed to communicating the means to protect themselves and the measures to be taken in case of an incident in accordance with applicable regulations.

We have established listening committees on our sites in addition to the Works Councils (CSE).

We monitor health and safety issues through an action plan.

We strive to improve our sites to offer suitable working environments compliant with required standards (lighting, ventilation, noise levels, air quality, temperature, etc.).

We require our partners supplying products or services to adhere to these commitments and, if necessary, provide them with the necessary support to meet the required standards.

WORKING HOURS AND REMUNERATION

We ensure that the working hours and remuneration of all employees comply with applicable legislation and sectoral provisions.



LOCAL ROOTS

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Each site prioritizes suppliers of products and services geographically closest to it to promote the territorial anchoring of our production sites and reduce our carbon footprint.

We are committed to promoting our values and commitments in the regions where we operate.

We require our partners supplying products or services to pursue the same objective and support some of their initiatives where appropriate.

We encourage our employees to invest in social or humanitarian programs and support some of their initiatives.



ENVIRONMENTAL RESPECT



Our sites comply with applicable environmental regulations, and we invest in training and awareness programs to maintain our employees' environmental knowledge.

We require our partners supplying products or services to adhere to these commitments.

We remain vigilant to minimize the use of substances known to be harmful to the environment and toxic products in our production processes and will use alternatives where technically feasible and possible.

TUPACK secures all storage of environmentally harmful or toxic products.

We ensure that waste from our sites is managed to prevent any pollution (air, water, soil).

We encourage continuous environmental improvement within our supply chains and seek to align our purchasing policy with our environmental commitments.

ENVIRONMENTAL FOOTPRINT

TUPACK aims to integrate appropriate environmental considerations in the development of its processes, technologies, products, and packaging to optimize its environmental performance.

We maintain regulatory and technological monitoring to ensure continuous improvement in eco-design.

We ensure that site managers are aware of specific pollution risks, appropriate prevention measures, and actions to take in case of an incident.

ENVIRONMENTAL RESPECT

RESPONSIBLE MANAGEMENT OF OUR WASTE, WATER, AND ENERGY CONSUMPTION

TUPACK takes measures to reduce the amount of waste generated by its sites through the principles of “Reduce, Recover, Reuse, Recycle.”

We appropriately measure waste generated by our sites to feed indicators and a continuous reduction and/or control program.

We take measures to reduce water use, fossil fuel consumption, and optimize power consumption at our sites and by our employees during travel.

We appropriately measure water and energy consumption to support a continuous reduction and/or control program.

We seek to implement practices to reduce greenhouse gas emissions; inform and encourage the reduction of our fossil fuel use (including employees’ home-to-work journeys).

Alain KERBRAT

Entrepreneur Leader | Chairman TUPACK GROUP



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