

# TOMRA Business Principles for Suppliers & Partners

For TOMRA, the principles of honesty and respect for all people are central to the way we conduct our business. And as a company with diversified operations around the world, we want to ensure that these principles are being followed wherever we operate with a high degree of care and integrity. This is an essential component of maintaining a good reputation and the continued success of our business.



We hold our suppliers & partners to the same standards of integrity to which we hold ourselves. An unethical or illegal act of a business partner may hurt TOMRA's reputation as a world-class company and cause a loss of goodwill in the communities we serve.

TOMRA chooses its suppliers & partners carefully, and expects that they will satisfy contractual requirements, comply with all applicable laws and regulations, and act in a way consistent with the principles and values contained in our TOMRA Code of Conduct and this Business Principles for Suppliers & Partners. TOMRA also expects that its suppliers & partners will follow a similar approach throughout their own supply chains.

Our Business Principles apply to all transactions, large or small, and drive the behaviour expected of every TOMRA business partner in the conduct of its business at all times.

## SUSTAINABILITY

At TOMRA we work to ensure that social, environmental and economic sustainability is embedded in every aspect of our business. We maintain high standards for our sustainability performance, which we consistently follow irrespective of cases where less stringent national regulations exist. We take measures to minimize any adverse social or environmental impacts throughout the value chain and as such expect our suppliers & partners to have a similar approach.

TOMRA suppliers & partners should at minimum ensure compliance with relevant law, standards and procedures addressing sustainability and corporate responsibility, and work to strive for continuous improvement of performance.

## HUMAN RIGHTS

### Forced Labor

Suppliers & partners will not use involuntary labor of any type (e.g. forced, bonded, indentured or involuntary prison labor).

### **Child Labor**

Suppliers & partners will not use child labor. The term “child” refers to any person employed where the age of employment is not in accordance with the minimal age required by applicable laws.

### **Human Trafficking**

Suppliers & partners will not engage, directly or indirectly, in human trafficking.

### **Conditions of Employment**

Suppliers & partners will comply with applicable laws regulating work hours, wages and benefits, and the right to organize. Employees must be paid in a timely fashion that meets or exceeds the minimum legal standard.

### **Harassment & Discrimination**

Suppliers & partners will abide by TOMRA’s commitment to an inclusive work culture and the recognition that everyone is unique and valuable and should be respected for their individual abilities.

Suppliers & partners will not discriminate on the basis of gender, color, race, national origin, religion, sexual orientation, age, veteran status, disability or gender identity. Harassment or discrimination of any kind will not be tolerated.

## **HEALTH, SAFETY, SECURITY AND ENVIROMENT**

We are committed to the goal of doing no harm to people in our facilities, job sites and communities we serve and protecting the environment while developing solutions for transforming how the world obtains, uses and reuses its resources. This includes (but not limited to) the prevention of accidents and incidents related to people, assets and the environment.

Suppliers & partners will provide clean, healthy and safe environments for their employees and will have a systematic approach to the management of Health, Safety, Security and Environment, achieving continuous performance improvement.

Suppliers & partners will operate in a manner that protects the environment and take measures to minimize adverse impacts throughout the supply chain. As a minimum, TOMRA business partners must comply with all applicable environmental laws, regulations and standards. TOMRA business partners should also comply with any additional environmental requirements specific to the products or services being provided to TOMRA as stated in the specification and contract documents.

## **COMPLIANCE**

### **Anti-Bribery & Corruption**

TOMRA suppliers & partners will comply with all relevant laws and regulations applicable to the performance of its obligations, including but not limited to any local anti-corruption legislation, the Norwegian Anti-Corruption Act (“Korrupsjonslovgivningen”), Foreign Corrupt Practices Act (“FCPA”), United Kingdom Bribery Act (“UKBA”) and will accurately reflect and maintain documentation of all transactions in their books and records.

Suppliers & Partners will have zero tolerance for corruption in any form, including bribery, facilitation payments, fraud, kick-backs and trading in influence. Suppliers & partners must be very careful when dealing with gifts, hospitality and expenses, since they may constitute or lead to corruption depending on the circumstances.

### **Confidential Information**

Suppliers & partners will protect all intellectual property and other confidential information provided by TOMRA, or created for TOMRA.

### **Ethical Behaviour**

Suppliers & Partners will avoid conflicts of interest and operate honestly and ethically throughout the supply chain and in accordance with all applicable local and international laws, including but not limited to those relating to international trade, sanction lists, anti-money laundering, data protection, confidentiality & privacy, intellectual property, trade secrets, direct and indirect taxes, anti-trust and competition laws.

Suppliers & partners will act in accordance with TOMRA's Code of Conduct in the current version, available at <https://www.tomra.com/en/about-us/compliance/code-of-conduct>.

Suppliers & partners will ensure that all its employees, agents, subcontractors or any other entity or person working or acting on its behalf in relation to this Agreement comply with the aforementioned obligations.

### **Reporting Integrity Concerns to TOMRA**

Subject to any restriction posed by law, suppliers & partners will promptly inform TOMRA of any concern related to issues governed by this Business Principles for Suppliers & Partners. TOMRA policy prohibits retaliation against any person reporting such a concern.

If you would like advice on any matter relating to the Code or wish to report a concern, speak to your TOMRA business contact or the TOMRA Group Compliance Officer. Alternatively, you can send an email to [ethics@tomra.com](mailto:ethics@tomra.com). Such concerns or complaints may be reported confidentially in your preferred language, and if you find it necessary, anonymously.

TOMRA will routinely assess selected suppliers & partners' compliance with these principles.

Note that failure to demonstrate compliance with the principles will require the implementation of corrective action by the business partner and may result in contract termination.



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Responsible: Group Compliance Officer