

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 choose our suppliers & partners carefully and expects that they will apply themselves to the same standards of integrity to which we hold ourselves including satisfying contractual requirements, complying with all applicable laws and regulations, and acting 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, explained in detail here, apply to all transactions, large or small, and drive the behavior always expected of every TOMRA business partner in the conduct of its business. TOMRA suppliers & partners should at minimum ensure compliance with relevant law, standards and procedures addressing these topics, and work to strive for continuous improvement of performance.

Suppliers & partners will act in accordance with TOMRA's Code of Conduct (the Code), available here. Suppliers & partners will additionally 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 obligations mentioned in this document.

Sustainability

TOMRA works to ensure that social, environmental, and economic sustainability is embedded in every aspect of our business, maintaining high standards for sustainability performance. We take measures to minimize any adverse impacts throughout the value chain and require the same from our suppliers & partners, including compliance with all applicable laws, regulations, and standards.

Human and labor rights

TOMRA's Human and Labor Rights policy explains the company's principles and expectations to staff, representatives, suppliers & partners. TOMRA and its suppliers and partners must respect all fundamental human rights.

Health, safety, and environment (HSE)

TOMRA is committed to the goal of doing no harm to people in our facilities, job sites and communities we serve. This includes (but is not limited to) the prevention of accidents and incidents related to people, assets, and the environment. Suppliers & partners must provide clean, healthy, and safe environments for their employees with a systematic approach to the management of HSE.

Compliance

TOMRA Suppliers & Partners must have zero tolerance for corruption in any form, including bribery, facilitation payments, fraud, kickbacks, and trading in influence. They must also avoid conflicts of interest and operate honestly and ethically throughout the supply chain. Suppliers & partners will protect all intellectual property and other confidential information provided by TOMRA or created for TOMRA.

Compliance with all applicable local and international laws are expected, including international trade, sanction lists, anti-money laundering, data protection, confidentiality & privacy, intellectual property, trade secrets, direct and indirect taxes, and anti-trust & competition laws.

Assisting on reporting requirements

All suppliers and partners will assist TOMRA in its reporting obligations including sustainability, health and safety, and due diligence assessments on human and labor rights, by providing truthful and relevant information and data. This includes cooperating on assessment forms, TOMRA tools, communication and reviews and audits.

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. Speak to your TOMRA business contact or a TOMRA Compliance Officer when requiring advice on any matter relating to the Code or wishing to report a concern. Alternatively, you can report concerns at the [TOMRA portal](#) or send an email to ethics@tomra.com. Such concerns or complaints may be reported confidentially in your preferred language, and if you find it necessary, anonymously.

Assessments

TOMRA will routinely assess selected suppliers & partners' compliance with these principles. Failure to demonstrate compliance with the principles may require the implementation of corrective action by the business partner and may result in contract termination.