

This information explains TUPACK/MARETO activities in support of and commitment to the principles found in the California Transparency in Supply Chains Act of 2010, to eradicate human trafficking and slavery from supply chains.

Corporate Responsibility and the TUPACK/MARETO Supply Chain

Supplier Code of Conduct

TUPACK/MARETO wants to be perceived as an integral part of the national society and economy in all countries. Due to the huge diversity of conditions at various countries in which we purchased goods and services in the last Fiscal Year, this maxim of TUPACK/MARETO business policy was considered in principles of the “Code of Conduct for TUPACK/MARETO Suppliers”. It is based on – among others – the UN Global Compact and the principles of the International Labor Organization but also reflects the TUPACK/MARETO “Business Conduct Guidelines”, which establishes fundamental principles of sustainability and apply to the entire company.

TUPACK/MARETO operates not only in accordance with clear Business Conduct Guidelines, which are mandatory worldwide, but also with directives to concentrate business with only the best suppliers who agree to and comply with our standards in the supply chain. In the long term we cooperate only with suppliers who place as much value on Sustainability as we do and who adhere to the principles of Global Compact with respect to human rights and work relationships.

In order to continuously monitor and improve the performance of our suppliers we try to improve a Supplier Management System permanently. Important are in particular the following concepts:

- Compliance with laws.
- Prohibition of Corruption and Bribery
- Respect for Basic Human Rights of Employees (including refuse to employ or make anyone work against his or her will)
- Prohibition of Child Labor
- Health and Safety of Employees
- Environmental Protection
- Promotion of the above principles in the supply chain of the supplier

Sustainability Self Assessments, Risk Evaluations performed by the responsible TUPACK/MARETO Buyer, Sustainability Audits performed by TUPACK/MARETO resp. TUPACK/MARETO Quality audits. These audits include determining if the supplier adheres to the standard provisions of Code of Conduct.

If a supplier fails to execute the agreed upon measures, TUPACK/MARETO may terminate any existing business with the supplier. TUPACK/MARETO establishes strict terms of conditions resp. ask suppliers to accept strong contractual provisions.

Energy Efficiency Program

In order to orient also our entire supply chain in an ecological manner, we try to work also with our suppliers to identify and implement measures for the efficient use of resources and the reduction of greenhouse gas emissions.

Organization Awareness.

All Procurement professionals within the TUPACK/MARETO Supply Chain organization are trained internally. Workshops include presentations with respect to Environment, Health and Safety addressing human right topics such as worker safety.