



Supplier Code of conduct

I. Preamble

In its mission statement, the TPE has defined general principles for responsible corporate governance in the TPE as well as specific sustainability principles. TPE also expects its suppliers and service partners to assume corporate responsibility to achieve the goals of sustainable development. The TPE has a special responsibility and role model function in its procurement processes. Respect for human rights and compliance with internationally recognized environmental and social standards are just as important as, for example, the obligation to use products that are as environmentally friendly as possible. This guideline regulates how possible risks to environmental and social issues are to be treated in procurement processes. The TPE is aware that there are country-specific differences in the legal situation regarding environmental protection and social issues and the guarantee of enforcement. If there are negative deviations from the standards set by the TPE among suppliers or service partners, the TPE will ensure that these are adjusted in accordance with the TPE. If the principles of TPE are nevertheless violated, this will lead to exclusion as a supplier for TPE. The requirements from this guideline will be gradually integrated into existing and new contracts.

II. Basics and legal requirements

The legal requirements underlying the procurement processes are of course fully adhered to by TPE. This is also expected of TPE's suppliers and service partners in the countries in which they operate.

The specific laws and other legal requirements, both EU and national, provide increasingly more freedom in the implementation of environmental and social aspects in procurement processes. In the future, the TPE will give environmental and social aspects a significantly higher priority. For procurements above the EU thresholds, the EC procurement guidelines reformed in 2004 apply. They expressly provide for the possibility of taking environmental and social criteria into account when awarding contracts. For procurements below the EU thresholds, environmental and social criteria can be required immediately as additional criteria. The German law that is crucial in this context, the Law Against Restraints of Competition, expressly allows additional requirements. The so-called principle of freedom of contract applies. The following regulations are of particular interest for sustainable procurement in TPE:

III. Working conditions and human rights

Child labor and underage employees

Suppliers and service partners who are directly commissioned by TPE are not allowed to employ children who are below the minimum age set by national and international laws or standards, nor are they allowed to engage in forced labor in any way. Furthermore, they should ensure that their suppliers and service partners do not engage in unauthorized child labor or forced labor. Suppliers and service partners should support and respect the protection of international human rights within their sphere of influence and ensure that they are not complicit in human rights violations.



Wages and benefits, working hours, modern slavery

Wages, additional benefits and working hours of the employees of suppliers and service partners must meet or exceed the legal minimum requirements and should also correspond to local practices. Suppliers and service partners should undertake to implement equal opportunities when making personnel decisions and not to discriminate against anyone based on origin, ethnic background, age, gender, physical abilities, gender orientation, religion or other views. The global abolition of forced labor, the rejection of modern slavery, equal pay for female and male workers and the abolition of any kind of discrimination should be just as self-evident for our suppliers and service partners as the employees' right to freedom of association and to conduct collective negotiations, at least to the extent required by applicable laws.

IV. Health and Safety

The safety of employees at work is very important to TPE Sealing. We also expect our suppliers to ensure that their employees are protected within the framework of legal regulations.

V. Business ethics

Suppliers and service partners may not use bribery, price fixing or other corrupt practices in their business practices. Suppliers and service providers should take action against all forms of corruption, including extortion and bribery.

VI. Environment

Suppliers and service partners whose products and services have a significant impact on the environment should have principles and management systems in place to minimize these impacts. The careful use of resources, minimization of environmental impact and the development of innovative and environmentally friendly products should be part of the company's policy.