



Supplier Code of Conduct

MORAVIA CANS a.s.

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Introduction

MORAVIA CANS a.s., has a clear vision of being the most innovative and trusted supplier of aluminium monobloc aerosol cans to the world's leading brand owners and fillers. We recognize that this vision needs to be linked also to help driving a better future, both environmentally and socially for all our stakeholders.

The Company's Code of Conduct for suppliers was created to align MORAVIA CANS' purchasing with its key social, ethical and environmental values and goals. By doing this, MORAVIA CANS seeks to harness the influence of its purchasing activities to support markets and to increase accessibility to the most sustainable goods and services available from the identified supply base.

Requirements from Supply chain

Each supplier to MORAVIA CANS must annually quantify its greenhouse gas emissions inventory inclusive of Scopes 1, 2, and 3. This evaluation includes all Purchased Goods and Services, following the latest version of the WRI's GHG Protocol Corporate Standard and Corporate Value Chain (Scope 3) Standard.

Each Supplier follow the Supplier Code of Conduct document of MORAVIA CANS. If there would appear any issue of clarity in understanding of terms and conditions, suppliers can contact MORAVIA CANS via email sustainability@moraviacans.cz or contact directly MORAVIA CANS Procurement & Sustainability Manager.

Based on request from MORAVIA CANS, each supplier should provide evidence of their latest EcoVadis rating.

Each supplier must ensure they take all measures to be able to provide sustainable materials, minimize waste in their processes and reduce their use of packaging. Each supplier to MORAVIA CANS is required to invest in appropriate resource conservation measures, including reducing energy, water and material input, whilst maximizing the use of renewable alternatives to limit the consumption of fossil fuels. Each supplier is required to monitor indoor and outdoor air quality levels at its operations and provide adherence to minimum World Health Organisation ('WHO') standards.

There is a list of required conditions below which apply to all suppliers to MORAVIA CANS. Non-compliance with any condition can result in the cancellation of a supplier's contract with MORAVIA CANS.

Human rights

Each supplier must adhere to International Labour Organisation ('ILO') principles in respect to human rights and conditions of employment.

Supplier must ensure that acts of slavery, human trafficking, and corruption are not taking place in any part of their business as well as other non-negotiable conditions which must be respected regarding:

- No child labour or under-age workers,
- Fair wages and incomes,
- No forced labour,
- Freedom of association and right to collective bargaining,
- Adherence to Health, Safety, and Environmental ('HSE') legislation and practice
- No harassment or violence,
- Encouragement of workplace diversity and inclusion

- No discrimination on any grounds.

Suppliers to MORAVIA CANS should provide an appropriate forum for all employees to confidentially report concerns or inputs regarding human rights. Such a forum should include provision for third party workers – e.g. workers hired via labour agency and workers providing transport of goods.

Business Integrity

Suppliers to MORAVIA CANS cannot tolerate any forms of corruption, including extortion and bribery, as well as any payment or benefit that may influence government officials, other regulatory bodies or violate local or international law. Suppliers to MORAVIA CANS must provide an appropriate forum for their employees to confidentially report concerns regarding anti-corruption, anti-bribery and anti-trust laws and regulations.

Responsible Procurement

Suppliers to MORAVIA CANS are required to operate their supply chain activities responsibly. This requires implementation of processes to identify, minimize and mitigate potential social, ethical and environmental risks. Assessment can be varied in detail. However the main activities should:

- Ensure fair competition,
- Respect and adhere to antitrust regulations,
- Avoid conflicts of interest,
- Eliminate counterfeiting or other unauthorized replicas of the real product,
- Respect Intellectual Property Rights ('IPR'),
- Ensure full disclosure of required information,
- Adhere to any international agreement and requirement for economic sanctions
- Etc.

MORAVIA CANS requires its suppliers to demonstrate traceability and accountability of the raw materials delivered to MORAVIA CANS as and when required.

Workplace Conditions

Supplier site(s) must comply with applicable hygiene and safety standards. MORAVIA CANS requires its suppliers to maintain regular cleaning plans.

Health and Safety

MORAVIA CANS requests all suppliers to maintain the following activities:

- controlling hazards and taking precautionary measures against accidents and occupational diseases,
- regular training to ensure that suppliers' employees are educated in health and safety issues,
- suppliers must manage and address occupational health and safety issues with appropriate systems and processes.

MORAVIA CANS encourages suppliers to become ISO 45001 certified, or to hold a comparable certification, as evidence that the supplier complies with MORAVIA CANS' requirements.

Environmental Management

Contractors to MORAVIA CANS must follow all relevant environmental laws and regulations. All suppliers are expected to maintain an adequate level of environmental awareness, especially:

- Mitigation of environmental impacts with continuous improvement in environmental protection.
- Internal processes of suppliers should respect the minimizing the generation of waste, water use, air emissions, energy use, natural resources use and ensuring the safe disposal of hazardous materials,
- Follow and respect all local and international regulations governing environmental protection,
- Maintain routine environmental training for all relevant employees,
- Address environmental issues with appropriate systems and processes,

Suppliers to MORAVIA CANS are required to provide environmental and other sustainability data to MORAVIA CANS as and when required.

MORAVIA CANS encourages suppliers to become ISO 14001 certified, or to hold a comparable certification, as evidence that the supplier complies with MORAVIA CANS' requirements.

Business Continuity Management

Suppliers to MORAVIA CANS must develop a robust business continuity plan which is updated or reviewed at least annually. The business continuity plan must contain:

- Wide risk assessment procedure for the identification of operational vulnerabilities that can cause interruption in supply to MORAVIA CANS,
- An established and practiced response process in emergency cases,
- A customer notification procedure,
- Identification of business continuity contingency plans.

MORAVIA CANS encourages suppliers to become ISO 22301 certified, or to hold a comparable certification, as evidence that the supplier complies with MORAVIA CANS' requirements.

Monitoring performance of suppliers

MORAVIA CANS has a robust process of evaluation and monitoring each supplier's performance, which is supported by:

- Evaluation of self-assessment questionnaire from supplier,
- Regular Supplier audits – with the frequency based on supplier category (MORAVIA CANS specifies categories in its Supplier Evaluation document),
- Other Inspections when needed.

In case of any infringement of the Supplier Code of Conduct is identified, supplier will be informed by MORAVIA CANS a.s. and asked for prompt feedback. If the problem is not addressed from supplier in an effective way and within a set timeframe that is acceptable to MORAVIA CANS a.s., MORAVIA CANS a.s. reserves the right to terminate its business relationship with the violating supplier.