



Procurement Policy

November 2021

1. Introduction

Allpack is a trusted leader providing services of pharmaceutical packaging. To ensure a level of trust among the organization and our stakeholders, we are committed to the guiding principles on business and human rights of the United Nations Global Compact and other international standards or accepted good practices. This policy provides a more detailed explanation of our principles and rules of procurement. It describes what we expect from our suppliers. It is essential that the objectives set out in this policy have to be applied in allpack's procurement management and operation.

2. Rules and Principles

2.1. Human and Labour Rights

Our suppliers shall be committed to uphold the human rights of their employees and treat them with dignity and respect. The workplace of our suppliers must be free from harassment and discrimination. The discrimination for reasons such as race, colour, gender, sexual orientation etc. is not tolerated. Our supplier's employees neither shall face sexual harassment, sexual abuse, or physical and verbal abuse. We expect from our suppliers to pay their employees according to applicable wage laws, including minimum wages, overtime and mandated benefits.

2.2. Health, Safety and Well-being of Employees

Our suppliers shall comply with all applicable health and safety laws and regulations by creating a safe and healthy working environment. Our suppliers are committed to implement programs and systems in place to provide workers with safety information relating to hazardous materials and education to protect them from potential hazards. Hazards should be quantified, the risk levels should be defined. In addition our suppliers have to protect their workers from exposure to chemical, biological and physical hazards in the workplace. To minimize potential impact of any emergency, our suppliers shall implement suitable emergency plans and procedures.

2.3. Environment

Our suppliers shall comply with all applicable environmental laws and regulations. All required environmental permits, licenses, information registrations and restrictions shall be obtained, as well as their operational and reporting requirements. We expect from our suppliers to ensure the safe handling, movement, storage, recycling, reuse, or management of waste. Emissions to air and discharges to water, with the potential to adversely impact human health or the environment, shall be minimized. Additionally shall processes and systems be implemented that prevent and mitigate accidental and diffusive spills and releases to environment. Our suppliers shall optimize the use of all relevant resources sustainably, such as energy, water and materials.

2.4. Ethics and Business Conduct

We do not tolerate any form of corruption or bribery and expect that our suppliers do not bribe any public official or private person and do not accept any bribes. Our suppliers are committed to comply with applicable laws and regulations and industry standards related to anti-corruption. The business of our suppliers should be conducted with fair and vigorous competition and shall comply with antitrust laws and regulations. We expect from our suppliers to operate in a manner that is consistent with applicable data protection and privacy laws. They are committed to protect and secure all information, including personal information.

3. Implementation

Adherence to the standards contained in this procurement policy is one of the criteria used in the allpack supplier selection and evaluation process. With the signing of the supplier contract, suppliers of allpack commit themselves to respect rules and principles set by this policy. Regular supplier audits are carried out to check whether the conditions are fulfilled by the suppliers. Breaches of the procurement policy can lead to disciplinary and other actions up to and including termination of cooperation. As part of the procurement process, only selected quality standards and further sustainability labels are accepted. This policy will be reviewed periodically.