

# Principles for our Business Partners

The TOMRA culture is rooted in the principles of honesty and respect for all people. Successful businesses are profoundly dependent on confidence and a good reputation. TOMRA's diversified operations demand a high degree of care, honesty and integrity. Accordingly, TOMRA values its company culture and reputation as key assets. We expect our employees to promote our core values by acting responsibly towards colleagues, business associates and society at large. In turn, we expect the same commitment from our business partners.

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**Our aim is to work with our business partners to ensure full compliance with the following principles, as they in turn apply them to their own partners who contribute to the delivery of goods and services to TOMRA.**

## **Compliance with Laws and Other Legal Requirements**

TOMRA business partners will comply with all applicable laws and regulations in all locations where they conduct business.

## **Forced or Involuntary Labor**

TOMRA business partners will not use involuntary labor of any type (e.g. forced, bonded, indentured or involuntary prison labor).

## **Child Labor**

TOMRA business partners will not use child labor. The term “child” refers to any person employed under the age of 15 (or 14 where the law of the country permits), or under the age for completing compulsory education, whichever is greatest.

## **Personal Conduct**

TOMRA business partners will conduct business and generally behave impeccably towards all employees, business associates, and others, and show respect for foreign cultures and customs. TOMRA business partners will not accept any form of harassment, discrimination or other behavior that colleagues or business associates may regard as threatening or degrading.

## **Equal Opportunities**

TOMRA business partners will abide by TOMRA's principles of commitment to an inclusive work culture and the recognition that everyone is unique and valuable, and should be respected for their individual abilities. TOMRA business partners will not accept any form of harassment or discrimination on the basis of race, color, religion, gender, sexual orientation, national origin, age, disability, or veteran status.

### **Health and Safety**

TOMRA business partners will provide their employees with a safe and healthy workplace in compliance with all applicable laws and regulations.

### **Environment**

TOMRA business partners will operate in a manner that protects the environment. As a minimum, TOMRA business partners must comply with all applicable environmental laws, regulations and standards. TOMRA business partners should also comply with any additional environmental requirements specific to the products or services being provided to TOMRA as stated in the specification and contract documents.

### **Anti-Bribery**

TOMRA business partners will comply with all applicable anti-bribery laws, including the Norwegian Anti-Corruption Act (Korrupsjonslovgivningen), U.S. Foreign Corrupt Practices Act and all applicable local laws where TOMRA and its subsidiaries operate, and will accurately reflect all transactions in their books and records.

### **Confidential Information**

TOMRA business partners will protect all intellectual property and other confidential information provided by TOMRA.

### **Maintaining Records**

TOMRA business partners will maintain documentation necessary to demonstrate compliance with these Principles.

### **Communication**

TOMRA business partners will make these guidelines known to employees dealing with TOMRA, and promote and monitor compliance.

**TOMRA will routinely assess selected business partners' compliance with these principles.**

*Note that failure to demonstrate compliance with the principles will require the implementation of corrective action by the business partner, and may result in contract termination.*

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