Tri-Pac, Inc.

Responsible Sourcing Expectations for Supply Chain Partner(s)

Version January 2025

Purpose Driven Growth

Our Purpose
at Tri-Pac is to provide sustainable, safe & high-quality solutions through sustained innovation & excellence in customer service

Our Values
of Quality, Integrity, Innovation and Excellence define how we work with our partners.

Our Strategy
Is to grow by design with focus on our category, customers, capabilities, and competitiveness

At Tri-Pac, Inc, our philosophy is that trust and integrity are cultivated over time, earned daily, and set us apart from other employers, partners, and competitors. We hold ourselves and our partners to the highest standards. To support this commitment, we have established these Responsible Sourcing Expectations for our Supply Chain Partners and encourage them to implement similar standards within their own supply chains.

We trust that you share our dedication to these principles. Together, we can achieve excellence and make a significant impact on our industry and the world.

Thank you for your unwavering commitment and for being a valued partner. We look forward to our continued success together.

Legal Compliance

Tri-Pac, Inc's purchasing and manufacturing operations are firmly rooted in legal compliance and a steadfast commitment to upholding the highest ethical standards in all business activities.

We expect our Supply Chain Partners (SCPs) and their employees to fully understand and apply these standards in their work on behalf of Tri-Pac, Inc. Supply Chain Partner are not authorized to instruct or request anyone to violate these standards or waiver from any legal or regulatory obligations.

Respecting Human Rights

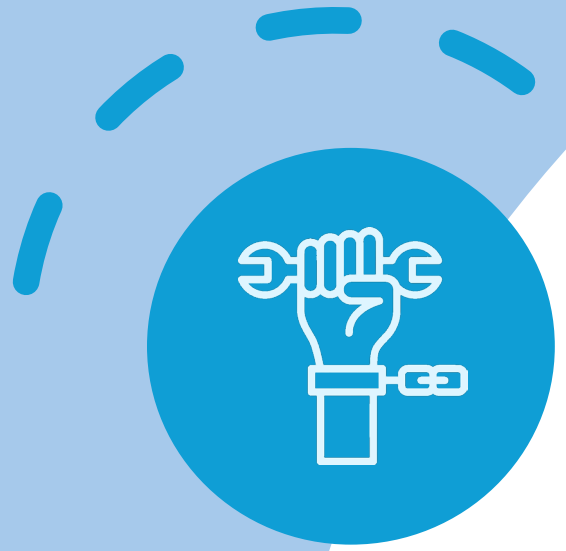
Tri-Pac, Inc. is committed to upholding human rights as outlined in our Human Rights Policy Statement, which aligns with the U.N. Guiding Principles on Business and Human Rights. We recognize and respect the rights defined in the International Bill of Human Rights, which includes the Universal Declaration of Human Rights and the International Covenants on Economic, Social and Cultural Rights, as well as Civil and Political Rights. Additionally, we adhere to the fundamental rights stated in the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. We acknowledge the responsibility of sovereign states to protect against human rights violations by establishing and enforcing laws and policies. However, in situations where such legal frameworks are inadequate or conflicting with international standards, we are committed to acting responsibly by respecting human rights in all facets of our business operations.

Tri-Pac, Inc Statement on Child & Forced Labor

No Child Labor

Child labor, as defined by International Labor Organization, deprives children of their childhood, potential, and dignity, harming their development and interfering with education.

Tri-Pac's Supply Chain Partners (SCPs) are prohibited from any form of child labor. The minimum employment age is 15 (or 14 where allowed by local law), unless higher local standards apply. Individuals under 18 (or as defined by local law) cannot work in hazardous environments.



No Forced Labor

Employment at Tri-Pac, Inc. must be voluntary and freely chosen. Supply Chain Partners (SCPs) are strictly prohibited from using any involuntary prison labor, indentured or bonded labor, human trafficking, or modern-day slavery. Our company is committed to uphold the UN Sustainable Development Goals, which categorically state that forced labor is a severe violation of human rights.

Recognizing that certain employment and recruitment practices may seem nonthreatening initially, it is essential to understand that when combined with other forms of leverage, they can lead to forced labor, particularly among vulnerable populations. We expect our SCPs to take proactive measures to uphold these principles across all workers, regardless of their employment status, location, contractual arrangements, or role.

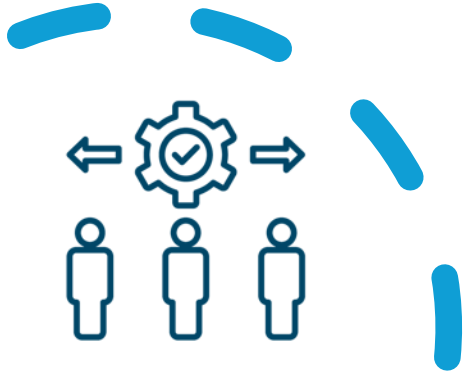
1. Workers should have freedom of movement and should never be restricted by their employer through intimidation, coercion or other practices to restrict free movement.

2. Any fees and costs associated with recruitment and employment is the responsibility of the employer, not employee.

3. Workers must be free from indebtedness and coercion and must be able to work freely, be fully informed and paid regularly.

Preventing Bribery & Corruption

Supply Chain Partners (SCPs) are required to conduct their operations with integrity and adhere strictly to legal standards. They must not engage in any practices that involve offering, agreeing to offer, or receiving anything of value with the intention of influencing the conduct of another business partner or a government official to gain an improper advantage. This includes all government employees, including those who work for state-owned or controlled entities such as hospitals, and media or energy sectors in specific countries. Additionally, SCPs are prohibited from making "facilitating payments" – these are small monetary incentives meant to expedite routine governmental processes.



Freedom of Association and Collective Bargaining Rights

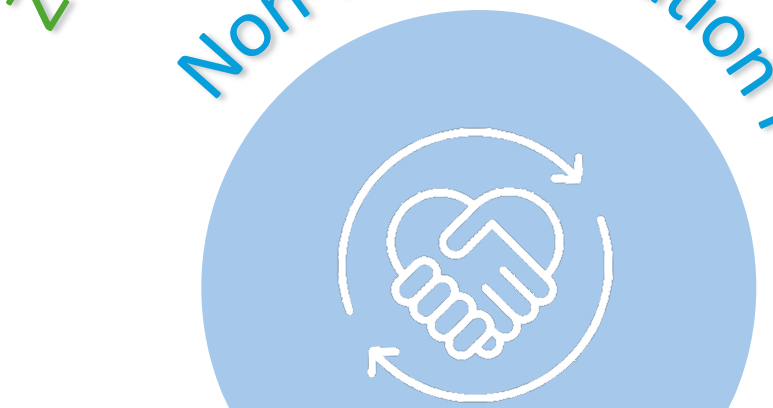
Tri-Pac, Inc. supports employees' rights to freely associate and engage in collective bargaining, in accordance with local laws. We expect our external Supply Chain Partners (SCPs) to respect these rights, including the right to join trade unions or have recognized employee representation. We advocate for constructive dialogue and negotiation, ensuring an environment free from harassment or discrimination related to union activities.

Fair Wages and Hour Laws

We prioritize compliance with all applicable wage and hour laws to ensure fair compensation for all workers. SCPs are expected to adhere to regulations regarding minimum wage, overtime, and legally mandated benefits. Where industry standards exceed legal requirements, SCPs are encouraged to meet or exceed these benchmarks. By maintaining transparency and fairness in wage practices, we uphold the dignity of work and recognize the essential role of fair compensation in employees' overall well-being.

Tri-Pac enforces a strict non-discrimination policy, ensuring that all employment decisions are based solely on merit, skills, and experience. Discrimination based on race, gender, age, religion, sexual orientation, or any other legally protected status is strictly prohibited. We are committed to fostering a diverse and inclusive workplace where all individuals are treated fairly and equitably.

Tri-Pac maintains a zero-tolerance stance toward coercion, harassment, and punitive treatment of employees. All individuals must be treated with dignity and respect, free from any form of intimidation or abuse. Our partners are required to implement systems that prevent, detect, and address unacceptable behaviors, ensuring a safe and supportive work environment for everyone.



Environmental Sustainability

Tri-Pac, Inc. collaborates with external supply chain partners (SCPs) to ensure compliance with all relevant environmental laws and regulations while practicing responsible resource management. This commitment to environmental stewardship aligns with the United Nations' Sustainable Development Goals (SDGs), particularly Goal 12: Responsible Consumption and Production, which promotes sustainable practices across industries. SCPs are encouraged to collaborate with Tri-Pac, Inc.'s sustainability initiatives and align on aiming to minimize environmental impact and enhance product quality. This includes promoting efficient resource use, reducing waste, and prioritizing sustainable materials in their supply chains, such as responsibly sourced palm oil, wood pulp, and paper packaging.

By working collaboratively towards these goals, Tri-Pac, Inc. and its partners can contribute to a more sustainable future, addressing climate change, conserving ecosystems, and fostering a circular economy.

This partnership will allow Tri-Pac, Inc. to works towards it's environmental commitments but also advances the broader global agenda of sustainable development outlined in the SDGs. Additionally, by committing to the UN's Forward Faster pledge, we aim to accelerate progress and make a significant impact by 2030.

Tri-Pac, Inc's Corporate Social Responsibility

Conflict Mineral Policy

The definition of “conflict minerals” refers to gold, as well as tin, tantalum, and tungsten, the derivatives of cassiterite, columbite-tantalite, and wolframite, regardless of where they are sourced, processed or sold. The U.S. Secretary of State may designate other minerals in the future. We support the humanitarian goal of ending violent conflict in the DRC and surrounding countries.

In response to violence and human rights violations in the mining of certain minerals from the “Conflict Region”, which is situated in the eastern portion of the Democratic Republic of the Congo (DRC) and surrounding countries, the U.S. Securities and Exchange Commission (SEC) has adopted rules to implement reporting and disclosure requirements related to “conflict minerals,” as directed by the Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010. The rules require manufacturers who file certain reports with the SEC to disclose whether the products they manufacture or contract to manufacture contain “conflict minerals” that are “necessary to the functionality or production” of those products. As a manufacturer for companies who must report to SEC, we periodically collect data from our supply chain to ensure compliance and appreciate our External Supply Chain Partner(s) to ensure their supply chains are compliant with this requirement.

Commitment to Responsible Sourcing of Metals

Employee & Data Privacy

Tri-Pac, Inc. prioritizes the privacy of its employees and consumers' personal data. We collaborate with Supply Chain Partners (SCPs) to ensure strict adherence to privacy standards, aligned with our policies and laws. Key practices include:

- **Protection of Personal Data**: Implement measures to prevent unauthorized access, breaches, or misuse.
- **Compliance with Data Protection Laws**: Adhere to local and international laws, such as GDPR.
- **Training and Awareness**: Provide regular training on privacy policies and data handling.
- **Purpose Limitation**: Collect and process data only for predetermined purposes with explicit consent.
- **No Trading of Personal Information**: Maintain a strict policy against trading, selling, or leasing personal information.

By prioritizing privacy, Tri-Pac, Inc. and SCPs foster a safe environment, mitigate data breach risks, and support SDG Goal 16. Additionally, by committing to the UN's Forward Faster pledge, we aim to accelerate progress and make a significant impact by 2030.

Phone:
North America
+1-574-855-2197

Website:
www.tri-pac.us

Mail:
Tri-Pac, Inc.
4303 Technology Drive
South Bend, IN 46628

WE'RE
MOVING
FORWARD
FASTER.
ARE
YOU?

FORWARD FASTER