

# LOG - Pharma Primary Packaging

Supplier Code of Conduct

Your partner for  
pharmaceutical packaging



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## Introduction

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This Supplier Code of Conduct defines LOG's expectations and requirements for sustainable and responsible business practices.

Our responsibility extends beyond our business activities and requires compliance with all relevant laws, rules and regulations as well as the highest standards with regard to environmental, economic and ethical aspects.

Compliance with these requirements is the basis of any business relationship and is mandatory along the entire supply chain.

We also expect our suppliers to implement these standards in their upstream suppliers, business partners and sub-contractors.

The principles of this Supplier Code of Conduct are based on the core conventions of the International Labour Organisation (ILO), including the elimination of forced labour, the elimination of child labour, the promotion of freedom of association and collective bargaining, protection against discrimination and the provision of decent working conditions.





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## Labour Law Topics

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### **Supplier commitment to human rights and labour standards**

Our suppliers place the highest value on respecting and complying with internationally recognised human rights and labour standards. This includes a clear commitment that incarcerated prisoners must not be used for forced labor purposes.

### **Rejection of child and forced labour**

All forms of child and forced labour, including modern slavery and human trafficking, are strictly prohibited. We expect our suppliers to clearly reject and completely renounce these practices.

### **Creating a respectful working environment**

Our suppliers ensure a working environment that is characterised by mutual respect. Harassment, abuse, harsh or inhumane treatment, illegal practices and all forms of discrimination have no place in our supply chain.

### **Prohibition of discrimination**


Discrimination and unequal treatment of employees on the basis of disability, health status, origin, ethnicity, race, age, religion, gender, sexual orientation or belief is unacceptable. Our suppliers are required to strictly refrain from and prevent these practices.

### **Opportunity to report concerns**

To ensure the integrity of our supply chain, we encourage our employees and other stakeholders to report potentially illegal workplace practices. These reports are treated confidentially in accordance with our Supplier Code.

### **Privacy and confidentiality**

Protecting the privacy of our employees and business partners is a top priority. Our suppliers are obliged to protect confidential information, data and intellectual property from misuse and to respect privacy.



### **Right to freedom of association and collective bargaining**

Our suppliers shall respect and support the right to freedom of association and collective bargaining in accordance with applicable laws. We promote open and transparent communication throughout our supply chain.

### **Compensation and equal treatment**

It is essential for our suppliers to comply with the minimum wages and working hours set by law. We expect that the remuneration of the employees complies with local standards and that any form of discrimination in remuneration is strictly avoided.



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## **Conflict Minerals**

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### **Conflict minerals free products**

Our suppliers must ensure that the products they supply to LOG are free of conflict minerals.

### **Supply chain transparency**

We expect our suppliers to ensure transparency throughout their supply chain and to ensure that no minerals from conflict areas enter the production of our products.

### **Commitment to avoid conflict minerals**

LOG is committed to the avoidance of conflict minerals and supports responsible sourcing of minerals to contribute to sustainable development. Our suppliers are required to share and implement this commitment





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## Environment / Health

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### **Protection of employees, public health and the environment**

Our suppliers are obliged to protect employees, the health of the general public and the environment from chemical, biological and physical hazards.

### **Emissions reduction and waste management**

We expect our suppliers to minimise emissions and waste and to recycle and dispose of residual materials in a professional manner.

### **Efficient use of resources and environmentally friendly technologies**

Our suppliers use resources efficiently and employ modern, energy-efficient and environmentally friendly technologies.

### **Safety and environmental protection in the process chain**

Our suppliers must ensure that the entire process chain, including the development, procurement, production, transport, distribution, use and disposal of products, is designed to be safe and resource-efficient, with the aim of protecting and preserving the environment.



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## Ethical Behaviour


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### **Anti-corruption and business integrity**

**Zero tolerance for corruption:** Any form of corruption, bribery, extortion and embezzlement is strictly prohibited.

**Prohibition of bribes:** Our suppliers are strictly prohibited from offering, paying, promising, or accepting bribes, either directly or indirectly.

**No illegal practices:** We expect our suppliers not to engage in illegal practices to gain preferential treatment from public or private parties. Compliance with ethical business practices and legal standards is of paramount importance.





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## Fair Competition

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### Compliance with competition laws and prohibition of unfair practices

**Commitment to comply with competition laws:** Our suppliers commit to conduct their business in strict compliance with applicable competition laws.

**Prohibition of unfair practices:** Our suppliers shall not engage in or tolerate any unfair practices such as cartelisation, price fixing or abuse of market power. Compliance with fair and transparent business practices is of paramount importance.



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## Conflicts of Interest

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### Avoiding conflicts of interest

**Avoiding activities with conflicts of interest:** Our suppliers shall not engage in activities that could create potential conflicts of interest.

**Transparency in business decisions:** Our suppliers must ensure that business decisions and actions are free from personal or financial conflicts of interest and are carried out in full transparency.



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## Legal Requirements

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### Compliance with applicable laws and regulations

Our suppliers are required to fully comply with all applicable laws, rules and regulations in the countries where they conduct business. This includes, but is not limited to, labour, environmental, product safety and consumer protection regulations.



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## Management Practices

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### **Communicating the Code of Conduct**

Our suppliers are committed to communicating and disseminating the contents of this Supplier Code of Conduct to their employees, business partners and suppliers.

### **Provision of Resources**

Our suppliers are required to provide sufficient in-house resources to meet the requirements of this Supplier Code of Conduct.

### **Confidentiality of Information**

Our suppliers must treat information provided by LOG as strictly confidential and must not disclose it to unauthorised third parties.



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## Diversity

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### **Promoting Diversity**

LOG maintains business relationships with a wide range of suppliers, including minority-owned, women-owned, veteran-owned and war-disabled businesses.

### **Promoting diversity through suppliers**

Our suppliers are encouraged to foster relationships with diversity and minority-owned businesses.





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## Continuous Development

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### Innovative ideas

Our suppliers are encouraged to proactively propose innovative ideas that can contribute to further social, economic or environmental improvements.



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## Compliance with the Supplier Code of Conduct

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### Compliance review

LOG reserves the right to verify its suppliers' compliance with this Supplier Code of Conduct and may determine the implementation of corrective actions.

### Action in case of non-compliance

LOG reserves the right to take appropriate action in case of non-compliance.



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## Reporting Irregularities

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### Reporting Concerns

If you have concerns or become aware of a possible violation of this Supplier Code of Conduct, please report these concerns and potential violations via the following link: \_

<https://cphgroup.integrityline.io/>



Images:

Figure 1: Title Image

Source: Fotolia

Figure 2: Introduction

Source: Fotolia

Figure 3: Conflict Minerals

Source: Shutterstock

Figure 4: Diversity

Source: Shutterstock

Figure 5: Reporting

Source: Fotolia

Figure Icons:

Source: Shutterstock

Your point of contact for this document:

Perlen Packaging

[sustainability@perlenpackaging.com](mailto:sustainability@perlenpackaging.com)

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Companies of Perlen Packaging

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Perlen Packaging AG  
Perlen | Switzerland



Perlen Packaging GmbH  
Müllheim | Germany



Perlen Packaging LLC  
Whippany | USA



Perlen Packaging Co., Ltd.  
Suzhou | China



Perlen Packaging Ltda.  
Anápolis | Brazil



LOG Israel  
Ashdot Ya'acov Ichud | Israel



LOG Hungary  
Tököl | Hungary

[www.logpac.com](http://www.logpac.com)

[www.perlenpackaging.com](http://www.perlenpackaging.com)

[info@perlenpackaging.com](mailto:info@perlenpackaging.com)

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## Confirmation

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Hereby, \_\_\_\_\_ (company name) confirms that it has understood the Supplier Code of Conduct and is committed to fully comply with it.

Company Name: \_\_\_\_\_

Address: \_\_\_\_\_

Name: \_\_\_\_\_

Job Title: \_\_\_\_\_

Date: \_\_\_\_\_

Signature: \_\_\_\_\_

