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Purpose of the policy

This document details our objectives and targets and provides guidance on measures to be taken.

Adoption of sustainable procurement by Tosca represents the largest positive impact that our business activities can have. The materials and products that we and our supply chain purchase have far-reaching impacts. Through strategic management of our activities, negative impacts can be avoided or reduced, and positive impacts prioritized and maximized.

Policy scope

The requirements described in this standard apply to locations and operations under Tosca's direct control.

The main principles of sustainable procurement as defined within ISO 20400:2017, with which this policy is attempting to align although not certify to, are: a) Accountability b) Transparency c) Ethical behavior d) Full and fair opportunity e) Respect for stakeholder interests f) Respect for the rule of law and international norms of behavior g) Respect for human rights h) Innovative solutions i) Focus on needs j) Integration k) Analysis of all costs l) Continual improvement through adoption of a risk and opportunity-based approach. Tosca will actively manage and prioritize sustainability issues related to our procurement activities.

Tosca adheres to national law and regulation in each market in which it operates.

Related Policies

This policy is aligned with the following Tosca policies that constitute Tosca's approach to sustainability and wider responsible business approaches:


- Code of Conduct
- Supplier Code of Conduct
- Environmental policy
- Human rights policy
- Anti-bribery and Anti-corruption policy
- Health and Safety Policy
- UK Modern slavery Statements
- UN Global Compact

The Tosca Sustainable Procurement Policy will act as an umbrella document supporting all the policies listed above. The policy is applicable to internal stakeholders, internal processes & procedures and our supply chain.

Responsible Department(s)	Prepared and Reviewed by	Approved by	Date
SUST	Karin Witton	Sr Leadership	9/30/2024

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Responsibilities

Tosca team members, contractors and vendors are responsible for reading the policy, attend relevant training sessions and act in accordance with the policy. You are obliged to report any (possible) breaches immediately.

Tosca management are responsible for communicating the identified measures and providing the necessary education and provisions to support their implementation. This will include the provision of a key performance indicator (KPI) dashboard.

The Global Head of Sustainability is responsible for maintaining this document, identifying and updating objectives and targets on an annual basis in accordance with other subject matter experts (SMEs) and implementation of the policy as well as for its progress overview via the KPI dashboard.

The Procurement and Supply Chain leads for the Tosca Regions are accountable for the implementation of the policy as it relates to their specific areas of responsibility in terms of the selection and management of critical vendors.

Definitions


Critical Vendor: A type of vendor which has been determined by at least one of the following relevant key stakeholders for: quality and food safety, sustainability (ESG), procurement, health and safety to pose a high risk to the organization because of potential impacts associated with quality, food safety, environment, social/ human rights, ethics, or health and safety which could arise because of their operations and thus impact Tosca. A type of vendor has only to be considered by one of the key stakeholders as presenting a risk in order to be placed as on the critical vendor group list.

Critical Vendor Group List
<ul style="list-style-type: none"> ▪ Manufacturers of Tosca branded RPCs, Totes, reusable pallets, boxes, layer pads Etc. ▪ Tosca Manufacturing raw material vendors including virgin plastic, additive vendors, reground ▪ Vendors of 640 parts (examples include wood boards, steel frame, metal for springs) ▪ Conditioning services: Wash centers ▪ Chemical vendors ▪ Sort sites ▪ Tosca asset repair services ▪ Sole vendors ▪ Logistics companies transporting our products/ assets (>100K in local currency) ▪ .

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- Tier 1 vendors based in countries with known high and moderate ESG risk (based on a predefined list created by the Sustainability Team)
- Wash equipment manufacturers
- Mold manufacturers
- Automated equipment manufacturers
-

Type of vendor: A vendor category which is determined by the relevant Tosca Stakeholders.

QFS: Quality and Food Safety

H&S: Health and Safety

ESG: Environmental Social and Governance. An alternative way of describing sustainability.

MSA: Master Service Agreement

PO: Purchase Order

Objectives and Targets


Tosca aims to adhere to sustainable procurement principles across all procurement activities. In line with this we have set the following objectives:

- Establish a transparent approach to procurement that supports economic, environmental and social sustainability by end 2025.
- Increase accountability, transparency and ethical behavior of all procurement activities through requiring our critical vendors to sign our Supplier Code of Conduct and allow audits according to a pre agreed audit schedule by end 2025.
- Align our procurement activities to relevant standards, charters, frameworks, codes and pledges.
- Adopt our ESG policies and targets in our critical vendor procurement activities by end 2025.
- Critical vendors meet our commitments with regards to environment, health & safety, ethical business, labour & human rights, quality and food safety and sustainability by end 2026.
- Mandate Tosca ESG requirements and data sharing into sub-contracts, MSAs, PO's etc. and provide support for vendors to achieve these. Include even in contracts with non-critical vendors by end 2026.
- Produce standardized goals for critical vendors against which their strategic performance and therefore their impact on Tosca's ESG goals can be measured against by end 2025.
- Prioritize critical vendors that share our values and sustainability goals through signing our Supplier Code of Conduct.

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- Create a mechanism to develop innovative solutions with our supply chain focused on cost reduction and environmental and social footprint enhancement and share best practice across the sector by end 2026.
- Hold the first vendor forum by end 2026.
- Onboard critical vendors as detailed by the Critical Supplier Onboarding flow diagram: Appendix 1. by end 2025.

Improvement measures

To support our objectives of adequately addressing human rights issues in the context of how they affect or could be affected by our business, we will engage with key internal stakeholders for this policy include procurement staff, regional buying teams, sustainability teams and senior stakeholders to get new ways of working into practice. We will engage with these stakeholders through channels including, but not limited to, meetings, training, emails and internal communication channels. Trying to reach out to internal stakeholders through a variety of channels sends a clearer organizational message that builds upon change within a business.

Training

Tosca will provide relevant team members with appropriate training and awareness according to their position, the work they are to undertake and their Sustainable Procurement responsibilities. Training requirements will be identified for each level and function across the Business Unit and training provided, as necessary. The Business Units will maintain systems for ensuring individuals have acquired and maintained the knowledge and competency required. Records of training will also be maintained by each Human Resources. Tosca will engage and train our critical vendors through internal expertise, development sessions, sharing best practice, adoption of minimum standards and external training. Tosca Sustainability team will support the regional supply chains through regular communication and assessment, identifying and providing training requirements, hosting dedicated vendor forums and a mechanism to share best practice and innovations.

Reporting procedure


The objectives, targets and improvement measures detailed in this document are designed help to reduce our environmental impacts all along the value chain through encouraging innovative solutions, continuous improvement and enhanced environmental performance. In order to track the impact of the improvement measures against the stated targets the following data will be monitored:

- Supplier Code of Conduct signed by all critical vendors
- Critical vendors provide ESG data as required by contractual agreements
- Critical vendors audited and records maintained of compliance to ESG requirements

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Management Review


To ensure that the formulated policy is in accordance with Tosca's most recent strategy and operations, the objectives and targets will be reviewed on an annual basis. The review will include updating of the critical vendor risks, objectives and targets as determined by developments in the relevant areas as well as changes in circumstances, regulations and/or legal modifications.

Based on the monitoring results, action plans will be formulated, and future goals set as part of the annual policy review.

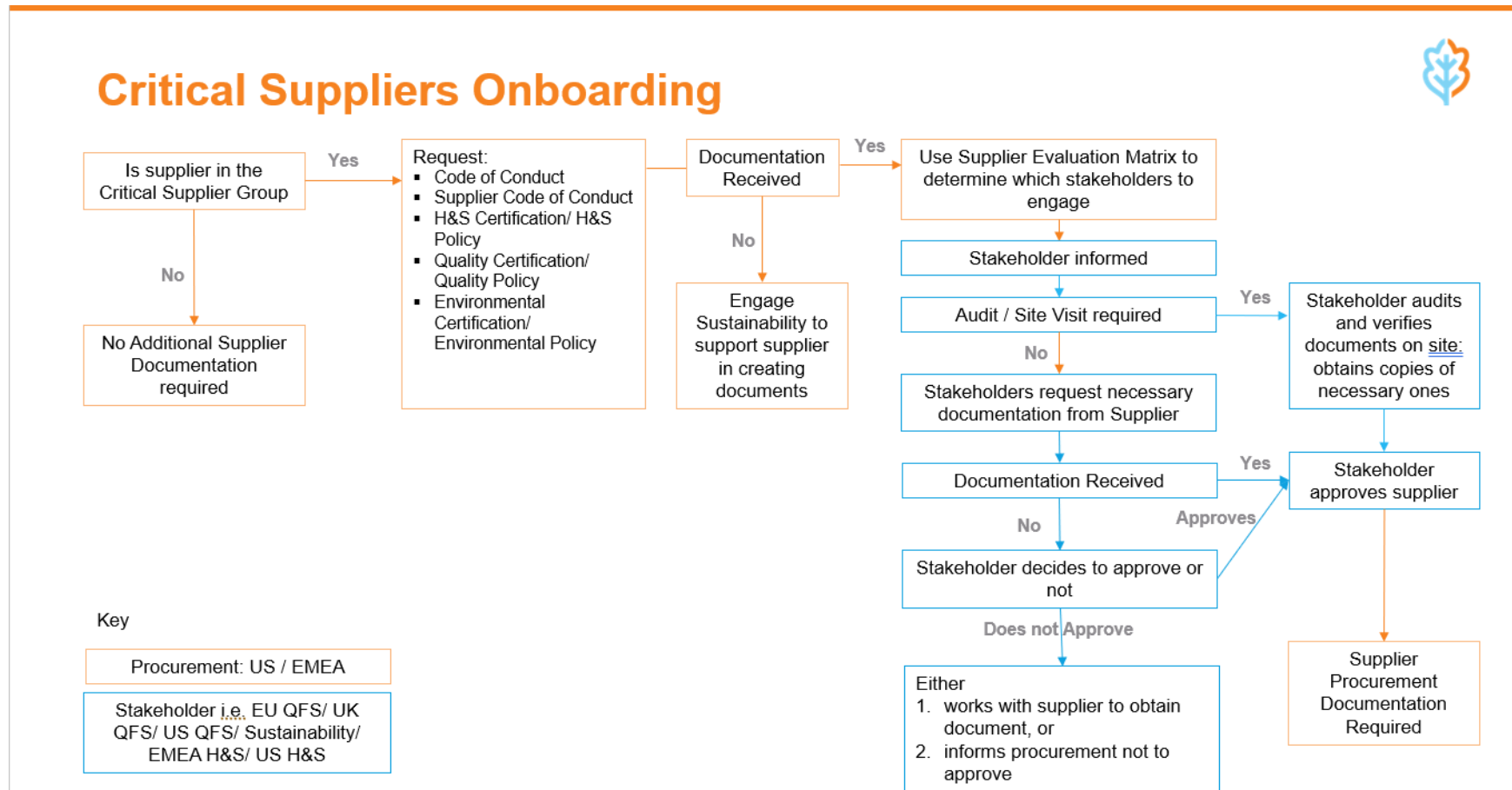
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Appendix 1. Critical Vendor Onboarding Process



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