

Supplier Code of Conduct



Purpose

Intertape Polymer Group (IPG) is committed to maximizing our positive impact on the environment and society as a whole. This is our Sustainable Sourcing Vision:

Develop internal and external partnerships and strategies to do more good with a shared commitment for a sustainable future by sourcing the most environmentally, socially and economically sustainable materials on the planet for existing and new products.

It is our intention to work with our supply chain partners to identify and act on opportunities to improve social and environmental impacts in our business relationships including our supply chain. This Supplier Code of Conduct along with our [Code of Business Conduct and Ethics](#), [Terms and Conditions](#), [Human Rights Policy](#) and [Sustainable Sourcing Policy](#) communicate the ethical, environmental and social performance requirements and expectations that apply to our supply chain partners.

Requirements

Compliance with Laws, Regulations, and International Standards

Obedying the law, both in letter and in spirit, is the foundation on which IPG's ethical standards are built. Where laws are silent as to the protection of people and the environment, we invite our business partners to work with us to develop solutions to maximize our collective positive impact.

In addition to compliance with the laws of the cities, provinces, states, and countries in which they operate, IPG requires suppliers to implement systems to monitor performance in the areas subject to this Code and take corrective actions as needed. Suppliers are expected to cooperate with compliance activities including audits.

Fundamental Human Rights

In keeping with the UN Global Compact framework, where national law and international human rights standards differ, we expect our suppliers to follow the higher standard. Where they are in conflict, we require suppliers to respect national law, while seeking to respect the principles of internationally recognized human rights.

Forced Labor

IPG believes that people should work because they want or need to, not because they are forced to do so. We support the elimination of all forms of slavery and servitude including child labor. We prohibit the use of forced, bonded or compulsory labor, forcible indentured labor and prison labor as well as human trafficking, fraud, corporal punishment and other activities that are known to lead to uncompensated or coerced labor.

Child Labor and Young Workers

IPG condemns all forms of exploitation of children and supports the abolition of child labor. IPG suppliers, contractors and subcontractors will not recruit workers below the legal minimum working age. Where compulsory schooling is to a higher age, this limit applies. Where apprenticeship programs are in place, juveniles are adequately supervised and do not work overtime, at night, in hazardous operations and this work should not prevent access to education. Suppliers will extend this requirement through their supply chain.

¹ McDonough, W., & Braungart, M. (2002). *Cradle to cradle: remaking the way we make things*. New York, North Point Press.

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Workplace Safety and Working Conditions

Suppliers are required to provide a safe and respectful work environment for all workers. Manufacturing facilities and offices must be built and maintained with appropriate building construction, electricity and fire safety, ventilation, and lighting systems. Our commitment to safety includes work to eliminate the use of hazardous materials in our products and supply chain; safe handling procedures, including appropriate training, must be in place where elimination is not yet possible.

Suppliers are required to provide workers and visitors with regular access to safe water, sanitation, and hygiene. Adequate management systems must be in place to address health and safety risks including emergency preparedness and response.

Equal Opportunity and Anti-Discrimination

IPG recognizes the value of diversity in our workforce, suppliers and other stakeholders. Suppliers are required to maintain systems to ensure a workplace free from harassment and discrimination based on race, appearance, age, sexual orientation, gender identity and expression, ethnicity or national origin, ability / disability, pregnancy, religion, political affiliation, union membership, covered veteran status, protected genetic information, or marital status in hiring and employment practices such as wages, promotions, rewards and access to training.

Additionally, suppliers must maintain a system to prevent retaliation against employees who come forward with complaints of discrimination or any other illegal or unethical behavior.

Compensation and Working Hours

Suppliers are expected to compensate workers (wages and benefits) in full compliance with all applicable laws and at a level that provides a decent standard of living. Workers are entitled to a record of wages and all legally mandated benefits including employer contributions for social security benefits and services.

Workweeks are not to exceed the maximum set by local law. Further, a workweek should not be more than 60 hours per week, including overtime, except in emergency or extraordinary situations. Workers shall be allowed at least one day off per seven-day week except in emergencies or in extraordinary situations. Overtime work should be voluntary.

Ethical Business Conduct

Bribes, kickbacks and other illegal payments to or from any individual with whom we conduct business (in any form and for any purpose) are not consistent with IPG's values, undermine business in good faith, and are strictly prohibited.

Money laundering, conflicts of interest, insider trading, confidentiality, and fair competition as well as record keeping requirements are addressed in IPG's Code of Business Conduct and Ethics.

Relationships with Local Communities and Indigenous People

Within the framework of our values, we respect the cultures, customs, and values of the people in communities where we operate and take into account their needs, concerns and aspirations. Before buying, renting, acquiring, or otherwise accessing land or property, suppliers are expected to ensure that all affected owners and users of the land or property have been adequately consulted and compensated.



Material-Specific Social and Environmental Issues

IPG will engage further with suppliers of key raw materials according to our Sustainable Sourcing Policy and may develop additional requirements and Policies; please refer to itape.com/sustainability.

Timber, Pulp, Paper and Natural Rubber

The following materials are unacceptable:

- Illegally harvested or traded products
- Products originating from forestry operations involving:
 - Violation of traditional and / or human rights
 - Destruction of high conservation values (biological, ecological, social, cultural)
 - Significant conversion of forests to plantations or non-forest use
 - Introduction of genetically modified organisms
 - Violation of any of the ILO Core Conventions as defined in the ILO Declaration on Fundamental Principles and Rights at Work

Minerals

Suppliers are expected to establish policies and due diligence frameworks to avoid contributing to armed conflict through purchasing decisions. Products and materials sold to IPG including tin, tantalum, tungsten or gold must comply with Regulation (EU) 2017/821 and Section 1502 of the US Dodd Frank Act.

Advancing a Safe, Circular & Responsible Economy

IPG considers progress on human rights and sustainability goals among other performance metrics when making purchasing decisions. Suppliers are encouraged to familiarize themselves with- and work with their supply chain partners to achieve- the goals of the following initiatives and practices, as applicable to their business.

- Conduct risk assessments and engage supply chain partners on human rights issues
- Apply Cradle to Cradle® Design Principles
- Set Science Based Targets for GHG emissions reductions
- Develop and report on progress toward sustainability goals

Applicability

This Policy applies to all IPG suppliers of goods and services, suppliers' subsidiaries and affiliates, as well as subcontractors and sub-tier suppliers (each a "Supplier").

IPG will assess our suppliers' compliance with this Policy and willingness to collaborate in good faith on the prevention and mitigation of adverse social and environmental impacts. Non-compliance may jeopardize a supplier's business relationship with IPG, up to and including termination.

Implementation

This Supplier Code is implemented through ongoing engagement with suppliers, third party auditors and assessors and will remain posted on IPG's website at www.itape.com/sustainability. Through IPG's commitment to sustainable procurement, these requirements are extended through our value chain. This is reflected in our Terms and Conditions and supplier contracts.

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Governance

This Policy has been approved by (SVP Supply Chain & Global Sourcing), who is responsible for its implementation. Executive Management will periodically review and may update this policy.

Approval

A handwritten signature in black ink, appearing to read "Peter Durette".

Peter Durette
CEO

A handwritten signature in black ink, appearing to read "Joseph Tocci".

Joseph Tocci
SVP, Global Sourcing & Supply Chain

A handwritten signature in black ink, appearing to read "Jay Bolus".

Jay Bolus
Vice President
Sustainability

Accepted and agreed to by:

Name:

Title:

Company:

Date: