TupperwareBrands GLOBAL PROCUREMENT ORGANIZATION 2021

Supplier Code of Conduct Responsibility Standards



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Our Principles

As a company, we believe in nurturing in a better future every day. In everything we do, our responsibility is to create a better place for people, our communities and our planet.

For 75 years, we have been doing just that. We have been providing products that people love and trust, passed down through generations. We have been obsessed with designing, innovating functional and environmentally responsible solutions to help consumers save time, money and waste. This approach to our business stands true to our business.

At Tupperware Brands, we are guided by our values to do what is right, succeed as a team and always look for ways to improve – all in an effort to deliver to our customers what they expect.

To meet the needs of today's customer, all we do must be of high quality. We must strive to reduce our costs in order to maintain reasonable prices; customers' orders must be serviced promptly and accurately; and our suppliers and distributors must have an opportunity to make a fair profit.

We are also responsible to both our Associates who work for Tupperware Brands and to the sales force that represent the Tupperware® brand around the world.

All must be considered as an individual, and we must respect their dignity and recognize their merit.

They must have a sense of security in their jobs, our compensation must be fair and adequate, and working conditions clean, orderly and safe.

We have an obligation to help the communities in which we live and work, and the decisions we make that impact where we operate and where we sell should be in line with our values. We believe in being good citizens.

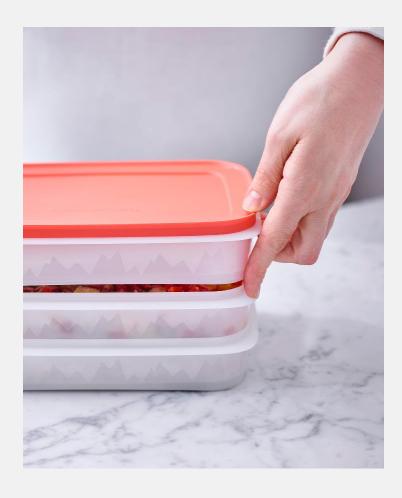
Finally, we also keep our shareholders in mind.

As a publicly traded company, our business must make a sound profit. To do so, we must experiment with new ideas, research must be carried on innovative programs, new equipment must be purchased, new facilities provided, new products launched and more. When we operate with these in mind and in accordance with our guiding principles as a company, our shareholders should realize a fair return.

Tony Bango

Senior Director, Procurement, Direct & Indirect Tupperware Brands - April 2021

Guiding Principles



At Tupperware Brands, we uphold ourselves to high standards that, along with our management philosophy, are embodied in Our Principles. These Standards outlined in this policy reflect our internal values and the expectations of external stakeholders, such as customers, regulators, investors and the public. We find business relationships are more productive and effective when they are built on trust, mutual respect and common values, and seek relationships with suppliers who share a common commitment to:

- Comply with applicable laws and regulations;
- Behave ethically and with integrity;
- Integrate quality into business processes;
- Respect human and employment rights;
- Promote the safety, health and well-being of employees;
- Embrace sustainability and operate in an environmentally responsible manner;
- Implement management systems to maintain business continuity, performance governance and continuous improvement;
- Disclose information associated with the supplier's impact on the environment and social issues.

Tupperware Brands believes that when our guiding principles are followed and any relationships are founded on the standards outlined in this policy (the "Standards"), both businesses and communities realize economic, social and environmental benefits. We developed the following set of Standards to assist us with selecting suppliers who operate in a manner consistent with these guiding principles and to support our suppliers in understanding and upholding our expectations.

Tupperware Brands strives to include elements of these Standards in purchasing contracts, and may take steps to assess a supplier's conformance to them. When appropriate, Tupperware Brands may work with suppliers to identify agreed upon actions and timelines to achieve improvement.

Tupperware Brands considers progress in meeting these expectations and ongoing performance in their sourcing decisions.

In case the Standards should be violated, Tupperware Brands should be indemnified against any losses, claims, liabilities, demands caused by this violation, Moreover Tupperware Brands will be entitled to terminate the business relationship and any contracts or agreements with immediate effect.

Legal Compliance 1/2

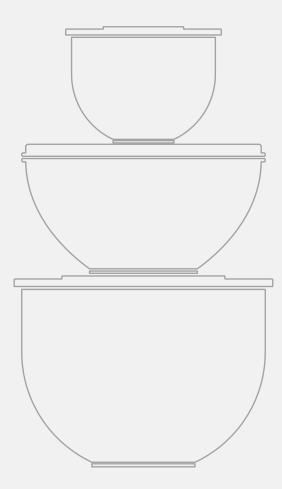
Suppliers to Tupperware Brands are expected to operate in compliance with all applicable laws and regulations of the countries, states and localities in which they operate. This includes tax and VAT compliance, laws and regulations related to ethical business practices, environment, trade practices, intellectual property, financial reporting, bribery, sanctions, quality, labor and employment practices, as well as health, safety and environmental protection. If you are formally charged with violating a law, we want to be informed promptly, and in writing. If you are found guilty of violating a law, we want to be informed promptly, and in writing.

Suppliers are also expected to conform their practices to generally accepted industry standards, obtain and maintain all applicable permits, licenses and registrations, and operate in accordance with permit limitations and requirements at all times.

Suppliers shall not use any subcontractors for Tupperware Brands production without prior written approval from Tupperware Brands. Each subcontractor must agree to this same Code of Conduct for Suppliers. Tupperware Brands also expect our suppliers to comply with US and EU laws on sanctions. If you, any of your principal owner(s) or subsidiaries, or any of their respective directors, officers, partners, employees or agents is/are designated under any sanctions law, or the country or territory in which you or any of them is/are located, organized or resident become a target of any sanctions law (including, without limitation, sanctions laws imposed or administered by the US Office of Foreign Assets Control, the US Department of the Treasury or the European Union), you must notify us immediately in writing.

Suppliers and approved subcontractors to Tupperware Brands are expected to uphold our strong stance against bribery and corruption, consistent with the anti-corruption laws that exist in many countries around the world. As such, in connection with any Tupperware Brands Company relationship, suppliers shall:

Prohibit the payment of bribes, kickbacks, illegal political contributions, or other illicit payments or consideration for any reason, including the waiver of penalties or fines or the receipt of any other special benefits or gifts that may inappropriately influence or reward a customer to order, purchase, or use our products and services, whether provided directly or through a third party;



Legal Compliance 2/2

In addition to local laws on bribery, Tupperware Brands also expects our suppliers to comply with US and EU laws on bribery. Suppliers should be aware of the US Foreign Corrupt Practices Act and the OECD convention in the EU. These laws prohibit bribes, kickbacks, or compensation paid to government officials, government employees, or political parties. You must notify Tupperware Brands immediately in writing if any payments or gifts of this nature, or any facilitating payments, are made on behalf of Tupperware Brands. If you make such payments you will be expected to repay Tupperware Brands for any fines or legal expense this causes.

Tupperware Brands employees and agents (and other related persons or entities of Tupperware Brands) are prohibited from, and suppliers shall refrain from, asking for, offering, taking or making payments, commissions, services, loans, kickbacks, lavish or expensive entertainment, favors or gifts above nominal value from a supplier. If you are asked to do this, please inform Tupperware Brands immediately (US and Canada call toll free 877-217-6220, all other countries call collect +1-770-582-5215) or by email:

<u>complianceofficer@tupperware.com</u>. Please note that our employees are under a similar obligation to report any offers of any of the above from suppliers.

Tupperware Brands expects our suppliers not to engage in any behavior or encourage action by our employees that is contrary to (i) Tupperware Brand's conflict of interest policy (www.tupperwarebrands.com/csr/code-of-conduct) or (ii) public policy or (iii) any applicable local, state, provincial, federal or international law, regulation, ordinance, standard or guidelines.

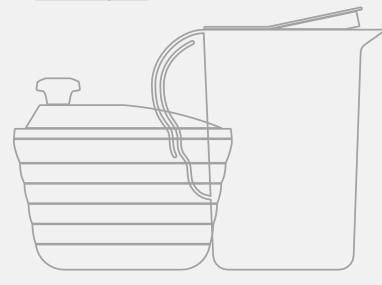
Supplier acknowledges that you are aware, and that you will advise employees, consultants, agents and other representatives who receive confidential information of Tupperware Brands and/or any of its affiliates, that the securities laws of the US prohibit any person who has material, non-public information concerning Tupperware Brands and/or any of its affiliates from purchasing or selling securities in reliance upon such information or from communicating such information to any other person or entity under circumstances in which it is reasonably foreseeable that such person or entity is likely to purchase or sell such securities in reliance upon such information. Supplier must notify us immediately in writing of the purchase or selling of such securities under the above circumstances of which you become aware.

In case this Supplier Code of Conduct should be violated, Tupperware Brands is to be indemnified again any losses, claims, liabilities, or demands caused by this violation. Moreover, Tupperware Brands will be entitled to terminate the business relationship and any contracts or agreements with immediate effect.

Each of these standards may be superseded to the extent necessary to comply with applicable law or regulation, in Tupperware Brand's sole determination.

Ethics and Business Conduct

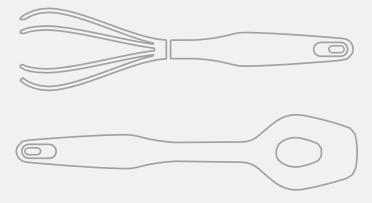
Suppliers and approved subcontractors to Tupperware Brands are expected to behave ethically and with integrity in all business transactions.



- •Uphold standards for fair business practices including accurate and truthful advertising and fair competition;
- Prohibit financial or professional conflicts of interest;
- •Ensure that workers report concerns or illegal activities in the workplace without threat of reprisal, intimidation or harassment;
- •Safeguard against improper use of intellectual property, including disclosure of confidential or sensitive information, including pricing and employee information;
- Maintain an environment of transparency, collaboration and innovation; and
- •Animals may not be used for testing Tupperware Brands products in its production, commission testing of finished products on animals, or in any other way treat animals cruelly.

Quality

Suppliers to Tupperware Brands are expected to provide goods and services that consistently meet customers' needs, are safe for their intended use and perform as intended. While suppliers must meet the specifications agreed upon in the applicable agreement, purchase order or other contractual relationship, suppliers must also meet certain minimum quality requirements including compliance with regulations where their products may be utilized or sold.



- •Establish and maintain Quality controls to protect the integrity of the goods and services provided;
- •Notify the relevant Tupperware Brands operation of proposed changes to specifications, methods, suppliers, materials, components, manufacturing/supply process, manufacturing location or equipment in order to determine impact on the Product or Service;
- •Permit the relevant Tupperware Brands Company or an authorized delegate to conduct audits of the facilities, systems and/or documents related to the goods and services provided, and promptly provide responses and take corrective actions to remedy any observations cited;
- •Notify the relevant Tupperware Brands Company or authorized delegate of significant Health Authority inspections and regulatory issues, such as: warning letters, FDA form 483 observations, letters of noncompliance, seizures and injunctions, including any observations related to the products of any Tupperware Brands Company; and
- •Ensure that all pallets used to supply goods to any Tupperware Brands Company comply with Tupperware Policies.

Health, Safety and Well-being of Employees

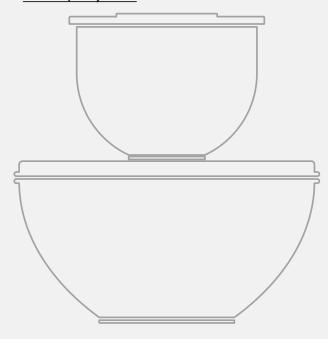
Suppliers to Tupperware Brands are expected to maintain the workplace and any living quarters used to house employees in a clean, orderly and safe manner.



- •Provide necessary facilities (e.g., two means of egress to safely exit areas/buildings) and equipment (e.g., fire alarms and detection systems) to assure the health, safety and well-being of employees and visitors;
- •Implement programs to protect workers and prevent or control employee exposures to workplace hazards including chemical, biological and physical hazards;
- •Implement programs to manage processes safely and prevent catastrophic events;
- •Implement programs that promote access to health programs that positively impact the health of employees;
- •Identify potential emergency situations, implement preventive measures, and be prepared to execute emergency response procedures;
- Provide safety and health information related to hazardous materials and necessary occupational health and safety training; and
- Ensure that health and safety program requirements are consistent for contractors and subcontractors working at supplier's facilities.
- •Our suppliers will provide a safe, clean, and healthy workplace meeting all laws, and should have written safety and health standards. A proper workplace would normally include potable water, clean restrooms, fire exits, first aid supplies, adequate ventilation and adequate lighting. Our suppliers will provide all safety equipment required by law, and without charge to the worker. These same rules apply to residential housing.

Sustainability and Environmental Responsibility

Suppliers to Tupperware Brands are expected to operate in a sustainable and environmentally responsible manner.



- •Work to reduce the environmental impacts of their operations including natural resource consumption, materials sourcing, waste generation, wastewater discharges, green house gas and other air emissions;
- •Implement programs to manage wastewater and air emissions ensuring compliance and protection of human health and the environment;
- Prevent accidental spills and releases of hazardous materials into the environment and adverse environmental impacts on the local community;
- •Implement programs to manage solid waste(s) compliantly and responsibly in regard to the environment, employee safety and public health, from generation through collection, storage, transportation and ultimate disposal;
- •Implement programs to ensure products do not contain restricted or banned materials; and
- •Implement programs to verify that plant/forest materials and derivatives purchased are legally harvested and exported or imported.

Human Rights, Labor and Employment 1/3

Suppliers to Tupperware Brands are expected to operate in a sustainable and environmentally responsible manner.

As such, they shall:



- •Not engage in any form of human trafficking (for example, by using force, fraud or coercion to subject a person to involuntary servitude, peonage, debt bondage or slavery), procure commercial sex acts or use forced labor (for example, by knowingly providing labor from a person by threats of serious harm to that person or another person);
- •Comply with the Tupperware Brands position on Human Trafficking. Please see appendix for details;
- •Not destroy, conceal, confiscate, or otherwise deny employees, contractors or subcontractors access to such person's identity or immigration documents, use misleading or fraudulent recruiting practices, use recruiters that do not comply with local labor laws in the country where the recruiting takes place, charge recruiting fees, expect workers to pay for a job, provide housing that does not meet the standards of the country where work is performed, or fail to provide an employment contract or recruitment agreement if required by law;
- Provide return transport for the person if supplier has transported or paid (directly or indirectly) to transport an employee, contractor or subcontractor from another country to the country where such employee will perform work;

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Human Rights, Labor and Employment 2/3

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- •Ensure that employees have freedom of movement and are free to leave their employment after reasonable notice;
- •Not discriminate against or harass an individual on the basis of race, color, religion, gender, pregnancy, health status, sexual orientation, national origin, age, disability, veteran's status, marital status, political affiliation, or any other personal characteristic or belief other than the employee's ability to perform the job;
- •Not treat or threaten to treat an individual harshly or inhumanely. Harsh or inhumane treatment includes sexual harassment or abuse, corporal punishment and/or coercion; Our suppliers must not use beating or other corporal punishment, or mental or physical threats. Our suppliers must not deduct from employee pay for discipline;
- •Respect workers' rights to rest and leisure and avoid unsafe working conditions by providing sufficient rest periods during the workday, honor agreed upon days off from work and maximum working hours and;
- •Pay fair wages that meet or exceed legal minimum for all hours worked and clearly communicate the wages that employees are to be paid in advance of commencing work. Communicate to all employees if overtime is required and the wages to be paid for such overtime: All Suppliers will, at a minimum, comply with all applicable wage and hour laws and regulations,

including those relating to minimum wages, overtime, maximum hours, piece rates and other elements of compensation, and provide legally mandated benefits. Each employee must be provided with a clear, written accounting for every pay period;

Our suppliers will not require employees to work more than the lesser of (a) 48 hours per week and 12 hours overtime or (b) the limits on regular and overtime hours allowed by local law or, where local law does not limit the hours of work, the regular work week plus 12 hours overtime. In addition, except in extraordinary business circumstances, employees will be entitled to at least one day off in every seven-day period;

- •Comply with the Tupperware Brands position on Young Persons. Please see appendix for details.
- •Respect workers' rights to make informed decisions free of coercion, threat of reprisal or unlawful interference regarding their desire to associate freely, join or not join organizations or to peaceful assembly;
- •Respect workers' legal rights to associate and bargain collectively without unlawful interference;
- •Respect workers' rights to raise concerns in the workplace through a grievance mechanism;

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Human Rights, Labor and Employment 3/3

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Diversity & Inclusion

Diversity, Harassment and Discrimination: Tupperware Brands is proud to be an equal opportunity employer and believe that equal opportunity is in our best interest. We are committed to developing and promoting ethnic and cultural diversity, including women and minorities, in our work force, independent sales force, and relationships with vendors, service providers and other third parties. We will not tolerate discrimination or harassment at locations that are supplying materials, products or services. We are also committed to maintaining a work environment free of intimidation. Examples of harassment include, but are not limited to: racial slurs. ethnic jokes, posting of offensive statements, posters, or cartoons, or other similar conduct. Sexual harassment includes, but is not limited to, solicitation of sexual favors, unwelcome sexual advances, or other verbal. visual, or physical conduct of a sexual nature. Tupperware Brands take these matters seriously and do not tolerate retaliation against Personnel who report concerns or violations in good faith.

Non-Discrimination. Our supplier's hiring and employment - including salary, benefits, advancement, discipline termination or retirement – shall be based upon individual ability and not on the basis of their personal characteristics or beliefs.

Subcontractors

All Tupperware Brands Supplier Code of Conduct obligations apply to our Supplier's Subcontractors. This includes but is not limited to Human rights, labor and employment compliance. Suppliers to Tupperware may not use any subcontractors for Tupperware Brands production without prior written approval from Tupperware Brands. Each subcontractor must agree to the same Code of Conduct as our supply sources.

In case of any deviation regarding these practices, please inform Tupperware Brands immediately (US and Canada call toll free 877-217-6220, all other countries call collect +1-770-582-5215) or by email at complianceofficer@tupperware.com.

Management Systems

Suppliers to Tupperware Brands are expected to manage their activities systematically in order to maintain business continuity, meet the standards set forth in this document and to improve their operations continually.

As such, they shall:

- •Demonstrate senior management commitment and accountability through policies, objectives and formal processes;
- •Implement processes to develop, maintain and control documents and records, as well as any appropriate compliance-related requirements;
- •Implement and maintain processes and standards for data integrity and security to ensure that it is protected, complete and accurate;
- Provide resources, including competent personnel and appropriate infrastructure, to manage risks and ensure conformance to these Standards:

•Implement processes to control the production of products and/or materials, manage change effectively and ensure customer requirements are satisfied;

Implement processes to manage nonconformity, incident response and emergency situations related to products, business operations/continuity and these Standards

- •Identify and implement improvement goals, performance objectives and actions and corrective action processes;
- Develop, implement and maintain training programs that achieve appropriate levels of knowledge, skills and abilities
- •Assist in maintaining a safe and secure supply chain, by supplying authentic products manufactured through appropriate authorization

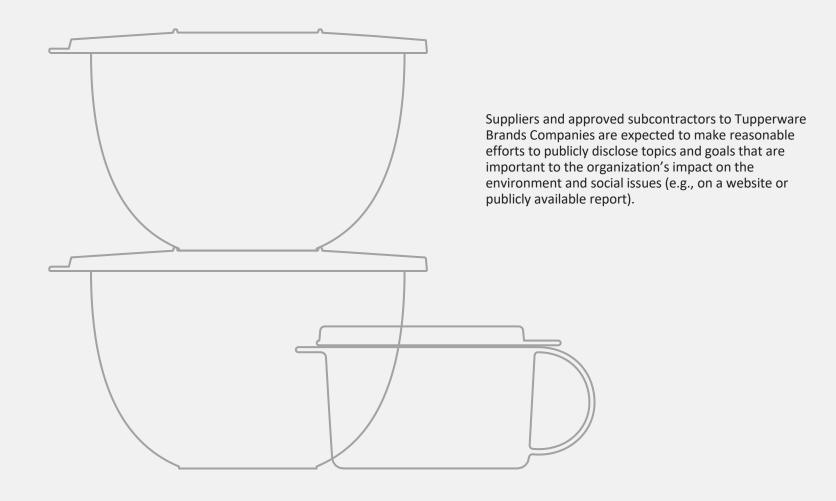
Data Privacy

Tupperware Brands is committed to protecting the privacy rights of individuals in its use of personal information. Suppliers to Tupperware Brands are expected to maintain the confidentiality and integrity of personal information they process on behalf of any **Tupperware Brands Company to guard against** unauthorized access, use, disclosure, damages, alteration, or loss.

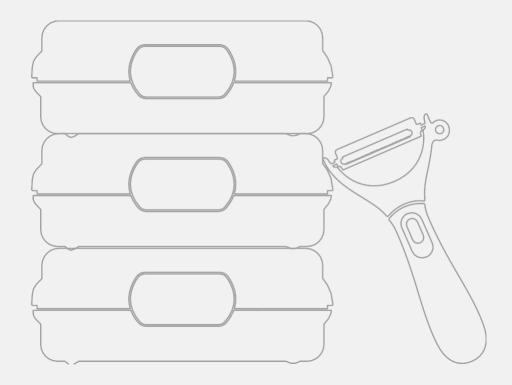


- •Respect the privacy of employees and others whose personal information they have access to, by complying with local and applicable international laws when collecting and storing personal information about employees, business partners, consumers and others, such as birth dates, addresses and financial, medical and other information;
- •Collect personal information only for legitimate business purposes, share only with those who are allowed access, protect in accordance with security policies, retain only for as long as necessary, and contractually obligate third parties with access to personal information to protect it; and
- •Implement and maintain appropriate technical and organizational measures to protect personal information.

Transparency and Disclosure



Monitoring and Compliance



Tupperware Brands Companies may engage in monitoring activities to confirm a supplier's or approved subcontractor's compliance to these Standards, including on-site assessments of facilities, use of questionnaires, review of available information or other measures necessary to review supplier's performance.

Tupperware Brands Companies may disqualify any potential supplier/subcontractor or terminate any relationship with a current supplier that has failed to conform to these Standards.

Notice to Workers. Our suppliers must translate the enclosed pages 4, 9, 11, 12, 13 into the local language and post it in all major workspaces.



Appendix

- Human Trafficking Position
- Young Persons Position
- Government & Public Resources

Human Trafficking Position

Approach

Tupperware Brands commitment to respecting and protecting human rights applies to all Tupperware locations, operating companies and business operations worldwide. Tupperware Brands recognizes that human rights due diligence is a continuous process, and we have policies, processes, training and monitoring systems in place in furtherance of this commitment.

Tupperware Brands expect our business partners including suppliers and customers—to share our commitment to respect human rights. Processes are in place to identify and manage health, safety and environmental risks associated with our supply base. We are also establishing due diligence processes to assess and monitor compliance of our suppliers with labor, employment and business ethics provisions of the Standards. In addition, Tupperware Brands implements programs that encourage and support suppliers in improving the social and environmental impacts of their businesses.

GENERAL RIGHTS AND OBLIGATIONS:

Forced Labor and Human Trafficking

Tupperware Brands does not accept or condone any aspect of forced or compulsory labor. We strictly prohibit our employees, suppliers and other business partners from engaging in human trafficking-related activities. Our suppliers will not use forced labor in any form – prison, indentured, bonded or otherwise.

Remediation

Tupperware Brands is committed to providing effective resolution where we have caused or contributed to adverse human rights impacts. Where we find impacts directly linked to our business relationships, we will encourage our suppliers or business partners to prevent, mitigate and address adverse impacts on human rights. Tupperware Brands support individuals who, in good faith, provide information relating to reports of potential misconduct and will not tolerate threats or acts of retaliation in any circumstance.

Governance and Oversight

At Tupperware Brands, every employee is responsible for respecting human rights. The leaders of Procurement, Human Resources and the Law Department are responsible for defining and operationalizing our framework for managing human rights.

Young Persons Position

Approach

We support the right of children to a childhood free of work responsibilities. We prohibit the employment of young persons anywhere in our business, other than in compliance with International Labor Organization Conventions (ILO Conventions) 138 and 182 and all applicable laws and regulations concerning age, hours, compensation, health and safety. We also support the right of individuals to freely choose their place of work and therefore prohibit the use of any forced or bonded labor in the manufacture of any product, or any component of a product, by or for any of our businesses. We do not tolerate any form of trafficking or unlawful exploitation of individuals.

We expect our business partners—including suppliers and customers—to share our commitment to respect human rights. Processes are in place to identify and manage health, safety and environmental risks associated with our supply base. We are also establishing due diligence processes to assess and monitor compliance of our suppliers with labor, employment and business ethics provisions of the Standards. In addition, we implement programs that encourage and support suppliers in improving the social and environmental impacts of their businesses.

General Rights and Obligations

For Child Labor We support, follow, and comply with child labor laws across our operations and value chain. Our approach is consistent with the ILO labor standards outlined in ILO Conventions No. 138 and 182.

Remediation

We are committed to providing effective resolution where we have caused or contributed to adverse human rights impacts. Where we find impacts directly linked to our business relationships, we will encourage our suppliers or business partners to prevent, mitigate and address adverse impacts on human rights.

Governance and Oversight

At Tupperware, every employee is responsible for respecting human rights. The leaders of Procurement, Human Resources, Law Department are responsible for defining and operationalizing our framework for managing human rights.

Ressources for forced labor & responsible sourcing

International

Below is a list of publicly available resources that may help to provide you with more information on forced labor and responsible sourcing:

International Labor Organization, Global Business **Network on Forced Labour**

International Labor Organization, Indicators of Forced Labour

Responsible Business Alliance, Responsible Labor Initiative

Consumer Goods Forum, Guidance on the Priority **Industry Principles**

Australia / Canada / United Kingdom

Material and product producers should be aware of the following requirements regarding forced labor compliance for the below countries.

Australia: Modern Slavery Act

Canada: Modern Slavery Act (proposed)

United Kingdom: Statutory Guidance, Slavery and human trafficking in supply chains: guidance for businesses

United States

The following resources for ethical sourcing and forced labor compliance are available from these government agencies:

United States Department of State, Responsible Sourcing Tool

US Customs and Border Protection, Detention Orders issued November 30, 2020 and January 13, 2021

United States Customs and Border Protection, Responsible Business Practices on Forced Labor Risk in the Global Supply Chain

US Customs and Border Protection, Additional Withhold **Release Orders**

US Department of Treasury, Sanction of July 31, 2020

US Tariff Act of 1930, section 307 and US Trade Facilitation and Trade Enforcement Act of 2015, section 910

US Departments of State, Treasury, Commerce and **Homeland Security Business Advisory**