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Your reliable partner for packaging solutions

Cesur Packaging aim to develop long-lasting, trusting and mutually beneficial relationships with suppliers who share our strong values and who demonstrate the same commitment to operating responsibly and ethically across all facets of business. We believe that a strong commitment and a strategic approach to sustainable development is essential for managing the challenges and opportunities of a rapidly changing environment.

As part of this commitment, we require our suppliers to fully comply with our Supplier Code of Conduct detailed below. We continuously drive sustainability in products and solutions, combining economic success, social responsibility and environmental protection in our business operations and thereby enable our customers to meet current and future needs of society. We are committed to engaging with our suppliers to evaluate their performance with respect to the code.

Our code is based on the following principles;

ENVIRONMENT

- Our suppliers must comply with all applicable environmental, health and safety regulations.
- Our suppliers must minimize the negative effect on climate change and water scarcity
- Our suppliers must improve their performance on above issues constantly
- Our suppliers must take measures to minimize their environmental footprint and properly manage
- Our suppliers their waste must be encouraged to use environmentally friendly products.
- Our suppliers must dispose of waste in a way that does not harm the environment.

LEGAL COMPLIANCE

Cesur Packaging is committed to conducting its business in accordance with the highest ethical standards and in compliance with all applicable laws and regulations in the countries and territories where we do business. We aim to meet or exceed requirements of applicable environmental, health and safety laws and regulations, corporate standards and other standards to which the company subscribes. We expect our suppliers to do the same.

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In addition to the law, Cesur Packaging respects the needs, expectations and norms of the local community in all regions where it operates, and expects its suppliers to show the same sensitivity. Therefore, the Cesur Packaging Code of Ethics is integrated into all Cesur Packaging purchasing contracts.

WORKING CONDITIONS

Cesur Packaging provides all employees with a safe and healthy working environment , complying with all applicable laws and regulations regarding working conditions, and we expect our suppliers to do the same.

No Discrimination: Cesur Packaging is against any kind of discrimination based on religion, skin color, race, gender, ethnicity, sexual orientation, age, political affiliation, nationality or physical disability during employment and afterwards. Employees will be chosen, hired and promoted only based on their qualifications and abilities. We expect our suppliers to do the same.

No Forced Labor: Cesur Packaging rejects any form of forced or involuntary work, including disciplinary actions involving physical abuse. We expect our suppliers to do the same.


No Human Trafficking: Cesur Packaging is against any kind of human trafficking and it commits not to employ any illegal labor. We expect our suppliers to do the same.

Compensation and Benefits: Workers wages and social benefits, legal minimum requirements are determined based on the application of the relevant national economic sector. Workers, for overtime outside the normal working hours are paid at the prescribed rate within the applicable laws and regulations. We expect our suppliers to do the same.

Legal Working Periods: The legal working periods of workers are implemented in accordance with the relevant national laws. Workers are not forced to work overtime and not to work on a weekly holiday and national/religious holidays. We expect our suppliers to do the same.

Occupational Safety and Health Protection: Cesur Packaging, takes appropriate measures to ensure safe and healthy working environment for its workers in accordance with national standards. We expect our suppliers to do the same.

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Mobbing: Cesur Packaging does not allow human dignity such as psychological coercion, intimidation and harassment. We expect our suppliers to do the same.

HEALTH AND SAFETY

Cesur Packaging suppliers must ensure that their workers can perform in healthy, clean and safe environments. All facilities or production floors must be maintained in regular bases. Cesur Packaging has always been/will be faithful to socially responsible development, creating healthy and safe working conditions, and sustainable progress in security, health and environmental protection. We have a shared responsibility, not only for the welfare of our employees, but also the wider region. It is the responsibility of managers to ensure that each employee returns home in as good a condition as how he or she came to work. Each employee has a personal responsibility for their health, general fitness and productivity. We expect our suppliers to do the same.

Safety is a journey where we never reach the end of the road. We are constantly looking to improve as we talk openly about our mistakes and learn from our own and others' mistakes to reduce future risks.

The safety of our employees and all people we interact with is our most important Corporate Goal. We expect our suppliers to do the same.


WAGES AND HOURS

Cesur Packaging expects its suppliers to set working ours, wages and overtime payments to be applicable with laws. We expect our suppliers to pay their employees at least minimum legal wage that meets related industry standards. Workers' wages and social benefits, legal minimum requirements are determined based on the application of the relevant national economic sector. Workers, for overtime outside the normal working hours are paid at the prescribed rate within the applicable laws and regulations. The legal working periods of workers are implemented in accordance with the relevant national laws. Workers are not forced to work overtime and not to work on a weekly holiday and national/religious holidays. We expect our suppliers to do the same.

FORCED AND CHILD LABOR

Cesur Packaging suppliers must not use forced or compulsory labour of any kind. We expect our suppliers not to use any involuntary labour. Our suppliers must employ people who meet the minimum legal age requirement. We expect our suppliers to do the same.

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CONFLICTS OF INTEREST

All Cesur Packaging employees perform their duties in an impartial and ethical manner. It shall not provide unfair advantage in favor of itself, relatives and third parties by benefiting from its title and powers. Cesur Packaging employees definitely protect Cesur Packaging 's benefits in relation to current or potential customers, suppliers and competitors, and can never carry personal benefit. We expect our suppliers to do the same.

LEGAL PERSONALITY AND DONATIONS

Cesur Packaging donates material and material to social institutions, non-governmental organizations, environmental protection initiatives and educational, scientific, health, sports, arts and cultural activities as a legal entity that is aware of its responsibility towards society. All Cesur Packaging donations are based on transparency. Donations don't expect benefits. We expect our suppliers to do the same.

RELATIONS WITH BUSINESS PARTNERS, OFFICIALS AND OTHER REPRESENTATIVES


Cesur Packaging expects all of its suppliers to comply with laws and ethics. Cesur Packaging makes its decisions by complying with economic criteria and applicable laws. Acts honestly in business relations and acts in accordance with laws and regulations on bribery and corruption.

BUYING AND GIVING GIFTS

All employees are not permitted to engage in relationships with customers, suppliers, dealers and other third parties, which may create the impression of material interest, including accepting gifts, invitations, or entertainment. Any gifts other than souvenir / promotional materials given in accordance with legal and commercial traditions, customs and traditions cannot be accepted or offered. We expect our suppliers to do the same.

Efforts by suppliers to influence their employees' purchasing decisions through gifts, donations or donations should not be tolerated. These initiatives may be personal or in favor of a third party.

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Suppliers should be advised not to influence company employees in this way and should be warned if they themselves violate this condition.

HONESTY

We respect and trust and are tolerant towards each other. We maintain a proper relationship based on trust and integrity with our customers and suppliers. The knowledge and expertise we bring plays an important contribution towards our corporate success. The ideas and suggestions of our employees get things moving.

The knowledge and expertise we bring plays an important contribution towards our corporate success. The ideas and suggestions of our employees get things moving. However hard we may work, also sometimes mistakes will happen. From mistakes we want to learn. Therefore, it is important to acknowledge mistakes and to evaluate them if we are to successfully mitigate damage and prevent future repetitions. It is equally important to report errors or misconduct because only from errors that are detected, we can learn and improve.

Essential to our success is the creation of business relationships built on trust. Everyone benefits from this trust. Ensuring our relationships benefit everyone means it not only appreciating the needs and requirements of our stakeholders but also appreciating values such as responsibility, respect and open and honest cooperation. This approach covers the way we interact with our partner companies, contractors, and government agencies.

Competitiveness is always going hand in hand with legally correct and fair dealings.

Our business secrets and those of our partners, such as inventions, formulas, prices, etc., are valuable business information. We treat them as strictly confidential and not pass them to unauthorized persons. In the same way we respect the trade secrets of our business partners and customers.

Cesur Packaging does not tolerate unethical nor corrupt behaviour on the part of any of their employees and business partners. We expect our suppliers to do the same.

Decisions involving any element of corruption are unethical, distort fair competition and are potentially damaging to our Company's good reputation and future prospects.

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RESPECT

At Cesur Packaging, every person is entitled to fair treatment, courtesy and respect. We respect internationally recognized human rights and the European constitution and support adherence to it. We treat other with dignity and respect and seek ways to avoid situations arising which may be deemed inappropriate behaviour. We exercise caution and behave respectfully and prudently in relation to any political or religious agendas.

We are opposed to hostile, intimidating or humiliating behavior.

We respect each other's work.

Our cooperation is characterized by respect and mutual appreciation. This means that we encourage alternative opinions and are tolerant towards different religions and outlooks on life. We address issues openly and solve any problems together.

EFFICIENCY

We expect each employee to show the necessary discipline required to perform their duties efficiently and at the same time safely. We expect our suppliers to do the same.

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