

TUPPERWARE BRANDS

CODE OF CONDUCT FOR SUPPLIERS

Tupperware Brands believes that good business includes high standards of ethics and fairness, and we believe we have a reputation for both. We know that a company's reputation is affected by the suppliers they use. For this reason we seek out suppliers who share our standards, and we refuse to do business with those who do not.

We wish to be clear about our standards, and list them below. Each of these standards may be waived from time to time by express action of the Company, or superseded to the extent necessary to comply with applicable law or regulation, in the Company's sole determination.

COMPLIANCE WITH LAWS

We expect our suppliers to comply with their local law. This includes laws on employment, health and safety, discrimination, environment, trade practices, financial reporting, and bribery. 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.

In addition to local laws on bribery, we also expect 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 us 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 strongly believes you should not have to pay bribes to get or keep our business. Our employees are prohibited from asking for, or taking, payments, services, loans, favors or gifts above nominal value from a supplier. If you are asked to do this, please inform us immediately (US and Canada call toll free 877-217-6220, all other countries call collect +1-770-582-5215). Please note that our employees are under a similar obligation to report any offers of payment from suppliers.

EMPLOYMENT PRACTICES

Forced Labor. Our suppliers will not use forced labor in any form -- prison, indentured, bonded or otherwise.

Child Labor. Our suppliers will not employ any person below the legal age limit. Our suppliers will not employ any person below the age of 14, even if allowed by law. Workers between the ages of 14 and 18 may not work during hours when they are legally required to attend school. To avoid off-site child labor, our suppliers will not use any form of homework for Tupperware Brands production.

Compensation. Our suppliers will provide each employee at least the minimum wage required by law, and at least the benefits required by law. Each employee must be provided with a clear, written accounting for every pay period.

Hours of Work/Overtime. Our suppliers will obey local laws regarding work hours, vacation and overtime. Our suppliers will not require more than 48 regular hours and 12 overtime hours per week for Tupperware Brands production, even if allowed by law. Workers should typically receive at least one day off in seven, unless there are unusual business conditions.

Safety and Health. 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.

Worker Discipline. 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.

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.

Freedom of Association. Our suppliers will respect the legal rights of workers to associate and bargain collectively.

Subcontracting. Our suppliers will 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.

Notice to Workers. Our suppliers must translate the attached "TUPPERWARE BRANDS/PARTNER WORKPLACE CODE" into the local language and post it in all major workspaces.

Audits. Tupperware Brands reserves the right to audit your workplace and any residential buildings no more than 2 times each year. Our suppliers must maintain on file all documents needed to show compliance with this EMPLOYMENT PRACTICES section, and make these documents available for Tupperware Brands or its agent. If you fail an audit and want to be re-audited to continue supplying Tupperware Brands, you may be required to pay the expense for a follow-up audit.

ENVIRONMENTAL PRACTICES

Our suppliers will respect the environment and comply with all local environmental regulations to reduce their impact on limited Earth resources.

RESPECT FOR ANIMALS

Our suppliers will not use animals for testing Tupperware Brands production, or in other ways treat animals cruelly.

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TUPPERWARE BRANDS/PARTNER WORKPLACE CODE

Tupperware Brands believes that its products must be produced under lawful and humane conditions. Listed below are the minimum conditions for manufacture of Tupperware Brands products. We encourage our suppliers to exceed these minimums. These conditions apply to all factories where Tupperware Brand products are made.

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