

Responsible Sourcing and Business Partnering

Part 1/2

We select and work only with partners who can uphold standards consistent with our own commitment.

Why is it important?

TMICC expects the third parties with whom we do business to have their own compliance codes and policies in place that are appropriate to their business and of a comparable standard to ours, and to pass down similar requirements to their supply chain, customers, and / or entities with whom they do business. **Our Responsible Partner Policy (RPP)** sets out the mandatory requirements that all third parties must meet. Our **Purchasing Policy** provides the additional guidelines on purchasing materials and services from third parties. Failing to meet these standards may result in legal and reputational risks for TMICC and the abuse of Human Rights of workers in our supply chain. All employees engaging with third parties play a vital role in ensuring compliance.

What must I do?

- Read and understand the RPP, which contains clear standards for suppliers, customers and other third parties. The RPP is supported by tools, guidance and processes for onboarding, monitoring and addressing non-compliance, and mechanisms for employees to raise and seek resolution of concerns related to third-party conduct.
- Ensure that all third parties are subject to the provided RPP controls for onboarding, contracting and ongoing monitoring, including risk-based auditing and remediation of issues.
- Ensure that third-party selection, shortlisting and tendering processes consider their ability to meet the RPP requirements and legitimate business needs.
- Include contract clauses in agreements with suppliers, distributors and other parties (such as MSAs, MPAs, MRO, CM, among others) to confirm that business partners acknowledge and agree they can meet the RPP requirements as a condition of engagement, including clauses requiring:
 - **Compliance** with applicable laws.
 - **Cooperation** in investigations or audits conducted by TMICC.
 - **TMICC's** right to audit when we suspect non-compliance and to impose the costs of the audit on the third party in the event of non-compliance.
 - **TMICC's** right to terminate for non-compliance.
 - **TMICC's** right to be indemnified for supplier's non-compliant practices.
- Do not agree to contractual changes related to the RPP without first consulting my Legal Business Partner and obtaining written authorisation from the Responsible Business team.
- Supplier must agree with RPP terms before engaging in the RPP process.
- Report to my Line Manager, the Responsible Business team or Business Integrity Officer if I am aware of, or suspect, non-compliance with the RPP or any legal requirement by a third party.



Life tastes better with **Our Code.**

Responsible Sourcing and Business Partnering

Part 2/2

What must I do?

- Engage with the Responsible Business team (i.e. Procurement, Business Integrity, Sustainability) on how to support the remediation of issues before terminating a partner due to non-compliance.
- Discontinue transacting with third parties who have been identified as non-compliant with the RPP, unless a formal exemption has been granted by the Responsible Business team or Legal team.
- Respect the rights of all individuals and communities who are defenders of Human Rights and civic freedoms.
- Seek guidance on both the legal requirements and Human Rights impacts of the transaction, when procuring, disposing of, or changing use of land. TMICC respects customary and legitimate land tenure rights and does not tolerate land grabbing.

Where do I go for more information?

Responsible Business or Human Rights teams, Procurement Team, Sustainability Team, Legal and Business Integrity teams, Responsible Partner Portal (RPP) and Human Rights Portal.

