

# SUPPLIER CODE OF CONDUCT AND POLICIES

The company Supplier Code of Conduct and Policies

## 1. Introduction

The company is dedicated to upholding the highest ethical standards throughout our operations and supply chain. This Supplier Code of Conduct and Policies outlines our commitment to responsible business practices and the prohibition of various forms of unethical behavior, including forced labor, child labor, discrimination, and other violations of human rights.

## 2. Supplier Compliance

a. The company requires all suppliers to adhere to this Supplier Code of Conduct and Policies, which explicitly prohibits engaging in the following practices: Forced labor and human trafficking (modern slavery)

The worst forms of child labor, including hazardous child labor

Child labor, as defined by completing compulsory schooling and not being less than 15 years old

Withholding worker identity or immigration documents

Using recruiters that do not comply with local labor laws

Discrimination based on various factors

Charging workers recruitment fees

Procuring commercial sex acts during the contract

Regulating the use of foreign or domestic migrant workers

## 3. Ensuring Ethical Practices

a. The company requires all suppliers to have policies in place that explicitly ensure the following practices: Provision or payment of return transportation for foreign migrant workers, as outlined in the Glossary

Housing provided or arranged meeting host-country housing and safety standards

Workers' ability to cancel work contracts with no financial penalty and reasonable notice

Compliance with applicable host country legal wage requirements or alignment with prevailing sector wages

Workers' rights to form and join trade unions, bargain collectively, and engage in peaceful assembly

Providing workers, including those hired by recruiters, with detailed and accurate work agreements in a language understood by the worker

Conducting document checks, including proof of age documents, before workers begin working to confirm legal eligibility

#### 4. Reporting and Monitoring

a. The company requires suppliers to report any violations or concerns related to these policies promptly. b. We shall monitor supplier compliance through regular assessments and audits.

#### 5. Continuous Improvement

a. The company is committed to ongoing improvement of our supply chain practices and policies, reflecting changes in regulations and best practices related to ethical and responsible business conduct. By adhering to this Supplier Code of Conduct and Policies, The company aims to ensure that our business operations and supply chain are aligned with the highest ethical standards and respect for human rights.