

# SUPPLIER POLICY FLOW-DOWN CLAUSE

The company Supplier Policy Flow-Down Clause

## 1. Introduction

The company is dedicated to ensuring the adherence to ethical and responsible business practices not only within our organization but also throughout our supply chain. This Supplier Policy Flow-Down Clause outlines our commitment to extending our policies and standards, as detailed in our Supplier Code of Conduct and Policies, to our suppliers and their subcontractors.

## 2. Extending Compliance Requirements

a. Suppliers and their subcontractors are required to abide by the policies and standards set forth in our Supplier Code of Conduct and Policies. b. This commitment extends to all tiers of suppliers and subcontractors involved in the provision of goods and services to The company.

## 3. Scope of Flow-Down

a. Suppliers and their subcontractors shall adhere to all applicable policies and practices detailed in our Supplier Code of Conduct and Policies, including but not limited to: Prohibiting forced labor, child labor, and human trafficking

Ensuring fair and non-discriminatory employment practices

Providing accurate and transparent work agreements to workers

Conducting pre-employment document checks

Complying with applicable wage requirements and standards

Respecting workers' rights to form unions and engage in collective bargaining

Providing return transportation for foreign migrant workers, where applicable

Ensuring safe and compliant housing for workers

Prohibiting engaging in commercial sex acts or any forms of exploitation

## 4. Contractual Integration

a. This Supplier Policy Flow-Down Clause shall be integrated into all contractual terms and conditions between The company and its suppliers. b. Suppliers shall include a similar flow-down clause in their contracts with subcontractors.

## 5. Reporting and Compliance Monitoring

a. Suppliers and their subcontractors shall promptly report any violations or concerns related to these policies to The company. b. The company may conduct audits or assessments to ensure compliance with the flow-down clause.

## 6. Continuous Compliance

a. Suppliers and their subcontractors shall continuously adhere to the policies and practices outlined in our Supplier Code of Conduct and Policies throughout the duration of the contract and its subcontractor relationships. By incorporating this Supplier Policy Flow-Down Clause, T

he company aims to establish a supply chain characterized by ethical integrity and respect for human rights, promoting responsible and sustainable business practices.