

Supplier Code of Conduct

1. Purpose & Scope

This Supplier Code of Conduct defines the ethical, social, and environmental standards expected of all suppliers, contractors, and business partners. It applies to every level of the supply chain, including subcontractors and labor agents.

Our company is committed to operating with integrity, respecting human rights, and promoting sustainable growth. We expect suppliers to share these values and to comply with applicable laws, regulations, and international standards.

2. Supplier Responsibilities

Suppliers must conduct business lawfully, ethically, and transparently. They must maintain accurate records, avoid conflicts of interest, and provide truthful information during assessments or audits.

We expect suppliers to implement effective compliance systems that prevent corruption, fraud, and other unethical conduct. Continuous improvement, accountability, and collaboration are key to a strong and responsible partnership.

3. Labor & Human Rights

Suppliers shall respect and protect the rights and dignity of all workers.

They must ensure:

- i. No use of forced, bonded, trafficked, or child labor.
- ii. Fair working hours, rest days, and wages in compliance with local laws.
- iii. Equal opportunity and non-discrimination in all employment practices.
- iv. Humane treatment without harassment or abuse.
- v. Freedom of association and the right to collective bargaining.

Suppliers should promote fair labor practices and diversity across all operations.

4. Health & Safety

Suppliers must provide a safe and healthy workplace to prevent accidents and injuries.

Requirements include:

- i. Identifying and controlling safety hazards.
- ii. Maintaining emergency preparedness plans.
- iii. Ensuring machine safety and proper PPE use.
- iv. Providing hygienic facilities, clean water, and safe working conditions.
- v. Regular safety training and proactive risk management are mandatory.

5. Environment

Suppliers must minimize environmental impact and comply with all environmental laws and permits.

Expectations include:

- i. Pollution prevention and responsible waste management.
- ii. Safe handling of hazardous materials.
- iii. Efficient use of water, energy, and natural resources.
- iv. Reduction of greenhouse gas emissions.
- v. Adoption of cleaner technologies and eco-friendly materials.

Suppliers are encouraged to commit to continuous environmental improvement.

6. Ethics & Integrity

All business dealings must be fair, honest, and transparent.

Suppliers shall:

- i. Prohibit bribery, corruption, and improper advantages.
- ii. Avoid conflicts of interest and unethical gifts.
- iii. Ensure fair competition and anti-trust compliance.
- iv. Protect confidential and intellectual property information.
- v. Respect data privacy and comply with applicable data protection laws.
- vi. Implement responsible mineral sourcing practices.
- vii. Integrity forms the foundation of long-term business trust.

7. Governance & Management Systems

Suppliers must maintain an internal management system that supports compliance with this Code.

Key elements include:

- i. Leadership commitment and accountability.
- ii. Risk identification and mitigation.
- iii. Regular employee training on ethics and compliance.
- iv. Transparent documentation and performance monitoring.
- v. Audits, corrective actions, and continuous improvement.

Suppliers are also responsible for ensuring their own suppliers adhere to similar standards.

8. Reporting & Whistleblowing

Suppliers and workers are encouraged to report any suspected or actual violation of this Code, laws, or regulations.

Reports can be made confidentially and without fear of retaliation via designated reporting channels or to our compliance office. All reports will be investigated fairly, objectively, and promptly.

Suppliers must cooperate with investigations and provide necessary evidence or access when requested.

9. Consequences of Violation

Our company takes any breach of this Code seriously. Depending on the nature and severity of the violation, actions may include:

- i. Warning and Corrective Action Plan — requiring the supplier to rectify the issue within a specific timeframe.
- ii. Increased Audits or Monitoring — for repeated or unresolved non-compliance.
- iii. Temporary Suspension of Business — while an investigation or corrective process is ongoing.
- iv. Termination of Contract — for severe, intentional, or unrectified violations.
- v. Legal Reporting — where laws have been broken (e.g., forced labor, bribery, environmental offenses).

Our goal is to promote improvement, but continued non-compliance may lead to the permanent discontinuation of business relationships.

10. Continuous Improvement & Collaboration

We view supplier relationships as long-term partnerships based on shared values.

Our company supports suppliers through engagement, capability building, and feedback to strengthen their performance.

Suppliers are expected to demonstrate ongoing improvement, transparency, and accountability in all sustainability and compliance efforts.