

Supplier Code of Conduct

The purpose and scope of this Code of Conduct outlines the ethical and operational standards expected of our suppliers to ensure responsible and sustainable business practices. Compliance with this document is mandatory for all suppliers providing goods or services.

1. Compliance

- Suppliers must comply with all applicable laws and regulations.

2. Labour Practices

- **Freely Chosen Employment:** Suppliers must not use forced, bonded, or involuntary labour. Workers must have the legal right to terminate their employment with notice, in accordance with applicable laws and regulations.
- **No Child Labour:** Suppliers must ensure no person under 15 years old (or the legal minimum working age) is employed.
- **Working Hours and Wages:** Working hours must comply with applicable laws. Overtime must be voluntary, and workers must receive fair wages aligned with local regulations.
- **Humane Treatment:** Suppliers must provide a work environment free from harassment, abuse, or any form of inhumane treatment.
- **Non-Discrimination:** Suppliers must ensure equal opportunity in hiring and wages without discrimination.
- **Freedom of Association:** The supplier respects employees' right to freely associate and engage in collective bargaining in accordance with applicable laws. Employees may freely join unions or other similar organizations and communicate with the employer through their representatives.

3. Health and Safety

- Suppliers must maintain safe and healthy workplaces, providing appropriate protective equipment and safety training.
- Emergency plans and response procedures must be established.

4. Environmental Responsibilities

- Suppliers must adhere to environmental regulations, including proper waste and water management, pollution control, and energy efficiency practices.
- Hazardous substances must be handled responsibly with clear safety protocols in place.

5. Ethical Business Conduct

- **Integrity:** Suppliers must uphold the highest standards of integrity in all business interactions, with zero tolerance for bribery, corruption, or unethical practices.
- **Gifts and Benefits:** Suppliers must not offer or accept gifts or benefits intended to influence business decisions.
- **Confidentiality:** Suppliers must protect sensitive information shared by our company and its stakeholders.
- **Data Protection and Cybersecurity:** Suppliers must implement robust data protection measures to safeguard sensitive information and ensure secure handling of company data.

By partnering with us, suppliers agree to uphold these principles as part of our commitment to responsible business practices.