



Supplier Sustainability Code of Conduct

The Supplier Sustainable Code of Conduct sets forth the ethical and responsible standards expected of suppliers, encompassing business integrity, corporate social responsibility, safety, and environmental management, emphasizing compliance and continuous improvement in sustainability practices.

1. Business Integrity:

As a supplier to our organization, you are expected to conduct your business with the highest ethical standards. This includes but is not limited to:

1. **Honesty and Transparency:** Conduct business dealings transparently, honestly, and with integrity.
2. **Anti-Corruption:** Refrain from engaging in any form of bribery, corruption, or unethical practices.
3. **Fair Competition:** Promote fair competition in the marketplace and avoid anti-competitive behavior.
4. **Confidentiality:** Respect and protect the confidentiality of our company's sensitive information and intellectual property.

2. Corporate Social Responsibility:

1. **Labor Rights:** Ensure that your workforce enjoys fundamental labor rights, including fair wages, safe working conditions, freedom from discrimination, and the right to organize and bargain collectively.
2. **Child Labor:** Prohibit the use of child labor in any form, adhering to applicable international and local regulations.
3. **Forced Labor:** Prohibit the use of forced or compulsory labor, including debt bondage and human trafficking.
4. **Non-Discrimination:** Promote diversity and inclusion, and ensure equal opportunities for all employees, regardless of their race, gender, religion, age, disability, or other protected characteristics.
5. **Ethical Recruitment:** If applicable, ensure that recruitment practices adhere to ethical standards and do not involve exploitative or deceptive practices.
6. **Community Engagement:** Engage with and support the communities where you operate by contributing positively to their well-being and development.
7. **Supply Chain Responsibility:** Encourage your suppliers to adhere to responsible business practices, extending the principles of this Code throughout your supply chain.



3. Safety: Occupational Health and Safety

1. **Workplace Safety:** Provide a safe and healthy working environment for your employees, complying with all applicable occupational health and safety laws and regulations.
2. **Hazard Identification:** Regularly identify and assess workplace hazards, taking necessary measures to mitigate risks and prevent accidents and injuries.
3. **Training:** Ensure that employees are adequately trained in safety procedures and protocols.
4. **Emergency Response:** Establish and communicate clear emergency response procedures to protect the health and safety of employees.

4. Environmental Management:

1. **Environmental Compliance:** Comply with all environmental laws and regulations applicable to your operations.
2. **Resource Conservation:** Strive to minimize the use of natural resources, such as water and energy, and reduce waste generation through sustainable practices.
3. **Pollution Prevention:** Take measures to prevent pollution and minimize the environmental impact of your operations.
4. **Emissions Reduction:** Implement initiatives to reduce greenhouse gas emissions and air pollutants.
5. **Sustainable Sourcing:** Encourage sustainable sourcing practices that minimize the environmental impact of your supply chain.

Adherence to this Supplier Sustainable Code of Conduct is essential for maintaining a successful and sustainable business relationship with our organization. We expect all our suppliers to demonstrate a commitment to these principles and to actively work towards continuous improvement in their sustainability and ethical practices.

Non-compliance with this Code may result in a review of our business relationship, including potential termination of the supplier agreement.