Supplier Code of Conduct

1. Legal Compliance
Suppliers must operate in full compliance with all applicable national and international laws, regulations, and standards, including those relating to labor, health and safety, environmental protection, and anti-corruption.

2. Human Rights and Labor Standards
Suppliers must respect internationally recognized human rights and ensure fair and safe working conditions. This includes the prohibition of child labor, forced labor, discrimination, and harassment. All work must be voluntary, and employees must be free to leave their employment with reasonable notice.

3. Working Conditions
Suppliers must provide a safe and healthy work environment, ensure working hours comply with local laws, and pay wages and benefits that meet or exceed legal minimums. Employees must be treated with dignity and respect.

4. Responsible Sourcing
Suppliers are expected to source materials and services responsibly, ensuring that all partners in their supply chain adhere to ethical, social, and environmental standards. This includes transparency, avoidance of conflict minerals, and efforts to reduce environmental impact.

5. Environmental Responsibility
Suppliers must actively work to reduce the environmental impact of their operations. This includes proper waste management, energy efficiency, and minimizing emissions. All environmental laws and regulations must be followed.

6. Anti-Corruption and Ethics
Suppliers must conduct their business with integrity and avoid all forms of corruption, bribery, and fraud. Gifts or incentives intended to influence business decisions are not acceptable.

7. Confidentiality and Data Protection

Suppliers must respect the confidentiality of information shared with them and comply with applicable data protection laws. Sensitive information may only be used for its intended business purpose.

8. Monitoring and Compliance

Suppliers are expected to maintain documentation necessary to demonstrate compliance with this Code and cooperate in audits or assessments when required. Continuous improvement and transparent communication are encouraged.

9. Reporting Violations (Whistleblower Mechanism)

Suppliers must provide a secure and accessible mechanism through which their employees or other stakeholders can report suspected violations of this Code of Conduct. Reports should be accepted anonymously, treated confidentially, and thoroughly investigated. Retaliation against any individual who, in good faith, reports a concern or participates in an investigation is strictly prohibited.

10. Consequences of Non-Compliance

Failure to comply with this Code of Conduct may result in corrective actions, including but not limited to warnings, requests for remediation plans, audits, suspension of business activities, or termination of the business relationship. In cases of serious violations—such as those involving forced labor, child labor, corruption, or willful non-compliance with applicable laws—termination may be immediate and without compensation. The supplier may also be held liable for damages resulting from such violations.

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