

WIHURI SUPPLIER CODE OF CONDUCT

Wihuri Group (“Wihuri”) operates in accordance with good business practice, honesty and respect for others. Wihuri’s Supplier Code of Conduct (“Supplier Code”) is to ensure Wihuri’s business partners, suppliers and manufacturers (“Supplier”) meet Wihuri’s basic expectations of doing business.

Wihuri expects all Suppliers to comply with this Supplier Code that forms part of any agreement between Wihuri and Supplier. Supplier shall also comply with all laws and regulations applicable to its operations. Supplier shall be responsible for ensuring that its employees and subcontractors follow the principles and standards defined in this Supplier Code.

The standards of this Supplier Code are in addition to the provisions of any other agreement between Supplier and Wihuri. In the event of any inconsistency, the Supplier shall follow the more stringent requirement.

ARTICLE 1. Respect of human and labour rights

Guiding principles. Wihuri expects all Suppliers to respect human rights as defined in the UN Universal Declaration of Human Rights and International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work. The suppliers shall commit to act in compliance with the UN Guiding Principles on Business and Human Rights. The supplier shall take action to remedy any human rights implications it may cause.

Equal opportunities and non-discrimination. Supplier shall provide equal opportunities for all its employees and not discriminate against anyone based on gender (including pregnancy), age, origin, ethnicity, sexual orientation, religious or political opinion, trade union activity or any other similar characteristics or any other reason not based on the requirements of the work.

Anti-harassment. Supplier shall ensure that no unacceptable behaviour occurs in the organisation, including sexual harassment, insults, bullying, intimidation, threats, abuse, exploitation, physical or mental violence.

Prohibition of child and forced labour. Supplier shall not accept, use or benefit from forced labour in any form, including child labour, modern slavery, human trafficking, or bonded labour. Supplier shall not employ any workers younger than 15 years of age and protect workers of ages 15 - 17 from work which is likely to harm their health, safety, morals or possibility for education.

Working hours and key terms of employment. Supplier shall comply with applicable laws and regulations regarding working hours, minimum wages, overtime, sufficient breaks, sick leave, annual holidays, as well as parental leave, and will ensure that all employees are made aware of the key terms of their employment prior to commitment to work.

Freedom of association and collective bargaining. Supplier shall respect and comply with the freedom of association of its employees and their right to collective bargaining.

ARTICLE 2. Health and Safety

Safe workplace. Supplier shall provide its employees a healthy, safe and secure workplace in compliance with all laws and regulations applicable to its operations. Supplier shall continuously monitor its operations to prevent accidents and injuries. Supplier shall record its health and safety risks and performance. Supplier shall ensure that its employees are adequately trained for safety matters.

ARTICLE 3. Environmental responsibility

Environmentally aware practices. Supplier shall comply with environmental regulations and standards applicable to their operations and shall observe environmentally aware practices in all their operating locations. Supplier shall ensure the adequate operational control for minimising adverse environmental impacts. Supplier shall continuously improve its environmental performance, including the protection of biodiversity and efficient use of raw materials, water and energy.

Greenhouse gas emissions. Supplier is recommended to actively monitor, report, and to reduce greenhouse gas emissions from its operations and its value chain.

ARTICLE 4. Responsible business practices

Privacy. Supplier shall respect everyone's right to privacy and process personal data in compliance with applicable legislation.

Fair competition. Supplier shall comply with all applicable antitrust laws and regulations and shall have standards and procedures in place to ensure that its directors and employees do not engage in any anti-competitive practices.

Anti-corruption. Supplier shall not practice or tolerate any form of corruption or bribery. Supplier shall ensure that its employees or third parties acting on its behalf do not offer, promise, give or accept any gifts or personal benefit which could be perceived to improperly influence the outcome of business dealings. Suppliers shall never offer gifts, hospitality or other benefits to Wihuri employees that are more than reasonable in value and which could be perceived to improperly influence the outcome of business dealings. In all cases, gifts or entertainment must not violate applicable laws.

Trade compliance. Supplier shall comply with applicable trade embargoes, sanctions and import and export regulations. Supplier shall never participate in money laundering or the financing of terrorism or criminal activities.

Avoiding conflicts of interest. Supplier is expected to avoid situations which conflict or could be perceived as conflicting business interests. Supplier shall not utilize its position or information received from Wihuri to gain unfair or personal benefit. Supplier shall disclose to Wihuri any potential situation that could constitute a conflict of interest.

ARTICLE 5. Monitoring

Reporting violations. Supplier shall inform Wihuri of any known or suspected violation of this Supplier Code. Supplier shall ensure that its employees and stakeholders have an opportunity to raise concerns. Supplier shall investigate, address and respond to concerns of employees with regard to compliance of this Supplier Code. Supplier shall protect the rights and privacy of anyone raising a concern and shall not tolerate any form of retaliation against any individual for making a good faith report of suspected misconduct.

Corrective actions. Wihuri may conduct supplier assessments and audits from time to time to ensure the compliance of this Supplier Code. Furthermore, Wihuri expects Suppliers to be transparent and have an open dialogue with Wihuri regarding challenges which they encounter as part of their operations. Wihuri will support its suppliers' efforts to meet the standards through dialogue and cooperation. Suppliers who do not meet the requirements in this Supplier Code need to take the necessary corrective actions and show progress. If Supplier is unwilling or unable to carry out corrective actions, Wihuri is entitled to terminate the business relationship and any agreement(s) with Supplier immediately.