



# SUPPLIER CODE OF CONDUCT

**SUPPLIER:**

Company Name

Contact Name

Company Address

## Introduction

We set high standards for our corporate and individual behaviour as detailed in our Code of Ethics and Professional Conduct. On behalf of our stakeholders, we count on our suppliers to do likewise in carrying out their work. The following Supplier Code of Conduct details our expectations. We expect our suppliers to consider the present Code of Conducts and share it with their employees.

Regardless of a supplier's size or geographical location, it is now more evident than ever that we are all part of a global community and must be responsible for the impacts our businesses make in our communities and on the environment. This means acting ethically when conducting business, acting as stewards of our environment, and interacting respectfully with our communities.

We are happy to answer any questions you might have about this Supplier Code of Conduct ("Code of Conduct") and its provisions at any time.

We expect all of our suppliers, service providers, and business partners along with their subsidiaries, affiliates, sub-contractors, and recruitment agencies (jointly “Suppliers”), to make these same commitments based on the 10 Principles of the United Nations Global Compact and in alignment with the Declaration on Human Rights and ILO standards. At a minimum, we require that all A Beautiful Green Suppliers meet the following standards:

### Child Labor

Suppliers will not use child labor. The term “child” refers to a person younger than 15 (or 14 where local law allows), or, if higher, the local legal minimum age for employment or the age for completing compulsory education. If required by law, supplier will have a procedure to invest in a remediation system to assist any children found to be working for the facility that caters to the children's best interests. Suppliers employing young persons under age 18 who do not fall within the definition of “children” will also comply with any laws and regulations applicable to such persons.

### Involuntary Labor

Suppliers will not directly or indirectly use, participate in, or benefit from involuntary workers, including human trafficking-related activities, for example: (i) using misleading or fraudulent recruitment or engagement practices for employees or contract workers (ii) charging employees and/or contract workers recruitment or engagement fees; (iii) destroying, concealing, confiscating, or otherwise denying access by an employee or any contract worker to his or her identity documents, such as passports or drivers' licenses); or (iv) using workers who are imprisoned, indentured, bonded, military or slaves. Where required by law Suppliers will have employment contracts signed with all employees in the applicable local language clearly outlining the employment relationship. Suppliers will engage non-employee contract workers on terms which do not contravene this Code of Conduct. If required by law, Suppliers will have a remediation procedure to assist any worker found to be subjected to any form of involuntary labor, including human trafficking.

### Coercion and Harassment

Suppliers will treat each employee with dignity and respect, and will not use corporal punishment, threats of violence or other forms of physical, sexual, psychological or verbal harassment, abuse or intimidation.

### Nondiscrimination

Suppliers will not discriminate in hiring or employment practices, terms or conditions, including compensation, benefits, advancement, discipline, termination or retirement, and will not discriminate in sourcing, on the basis of race, religion,

age, nationality, social or ethnic origin, sexual orientation, gender, marital status, political opinion, disability, or any other category protected by law.

### Association

Suppliers will respect the rights of employees to associate, organize and bargain collectively in a lawful and peaceful manner, without penalty or illegal interference.

### Health and Safety

Suppliers will provide employees with a safe and healthy workplace in compliance with all applicable laws and regulations, ensuring, at a minimum, reasonable access to potable water and sanitary facilities, fire safety, and adequate lighting and ventilation. Suppliers will also ensure that the same standards of health and safety are applied in any housing that they provide for employees.

### Retaliation

Suppliers must not tolerate any retaliation against any employee who makes a good faith report of abuse, intimidation, discrimination, harassment or any violation of law or of this Code of Conduct, or who assists in the investigation of any such a report.

### Compensation and Working Hours

We expect Suppliers to recognize that wages are essential to meeting employees' basic needs. At a minimum, Suppliers will comply with all applicable wage and hour laws and regulations, including those relating to minimum wages, overtime, maximum hours, piece rates and other elements of compensation, and provide legally mandated benefits.

### Protection of the Environment

Suppliers will comply with all applicable environmental laws and regulations and must abide by the three principles on the environment that are set out in the United Nations Global Compact:

- 1) supporting a precautionary approach to environmental change;
- 2) undertaking initiatives to promote greater environmental responsibility; and
- 3) encouraging the development and diffusion of environmentally friendly technologies.

### Anti-Corruption

Suppliers must not tolerate, permit or engage in bribery, embezzlement, extortion, kickbacks or other forms of corruption in dealings with any government official or employee or any individual in the private sector. Suppliers will abide by all applicable local, national and international laws, with the related principle adopted

in the United Nations Global Compact, which provides that “business should work against corruption in all its forms, including extortion and bribery.”

Suppliers and their officers, directors, employees and agents will engage only in legitimate business and ethical practices in commercial operations; will not directly or indirectly pay, offer, give, promise or authorize payment of anything of value to another party for the purpose or intent to induce that party to use his/her authority to help the Supplier or another party; and will not accept any payment or other benefit as an inducement or reward for any act or forbearance or in connection with any matter or business transacted by or on behalf of A Beautiful Green.

### Security of Company and Personal Data

Suppliers shall handle and process data on behalf of A Beautiful Green only for the purposes for which it was collected, received or otherwise made available, in accordance with the directions provided by A Beautiful Green, and subject to technical and organizational security measures necessary to safeguard it against loss, alteration, unauthorized disclosure, access or other unlawful forms of processing.

### Other Laws

Suppliers will comply with all applicable local, national and international laws, regulations, treaties and industry standards, including, without limitation, those pertaining to export and trade controls and the manufacture, pricing, sale and distribution and safety of the relevant products and/or services.

In the event that the requirements of this Code of Conduct are stricter than applicable local, national or international law, Supplier will comply with this Code of Conduct. However, if there is any conflict between the requirements of this Code of Conduct and the requirements of any applicable local, national or international law, Supplier is to comply with the local, national or international law.

### Supplier Acknowledgement

The undersigned Supplier hereby acknowledges that it has received A Beautiful Green’s Supplier Code of Conduct and agrees that any and all of its employment sites, subsidiaries, divisions, affiliates, operating entities, authorized agents and/or subcontractors doing business with A Beautiful Green will receive the Code of Conduct and will abide by each and every term therein. Supplier acknowledges that its failure to comply with any A Beautiful Green term, condition, requirement, policy or procedure including, but not limited to those outlined in the Code of Conduct may result in A Beautiful Green’s cancellation of all existing orders and termination of its business relationship with Supplier. Supplier also understands that its

agreement to comply with the this Code of Conduct does not obligate A Beautiful Green to conduct business or place any orders with Supplier.

Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Company: \_\_\_\_\_

Date: \_\_\_\_\_