

APAC Sourcing Solutions Ltd.

Supplier Code of Conduct

1. Introduction

APAC Sourcing Solutions Ltd. is committed to conducting business in a responsible, ethical, and sustainable manner. This Supplier Code of Conduct outlines the minimum standards that APAC expects from all its suppliers, contractors, and business partners worldwide. These standards are based on internationally recognized principles including the Universal Declaration of Human Rights, the International Labor Organization (ILO) Conventions, and the United Nations Global Compact. This Code supports APAC's commitment to responsible sourcing and continual improvement in sustainability performance.

2. Compliance with Laws

Suppliers must comply with all applicable national and international laws, regulations, and standards. This includes, but is not limited to, compliance with labor laws, anti-trust and competition laws, data protection laws, import/export controls, and environmental regulations.

3. Human Rights and Labor Practices

APAC expects suppliers to respect and promote human rights across their operations and supply chains. Suppliers must ensure:

- No child labor or forced labor is used.
- No discrimination in employment based on race, gender, age, religion, disability, sexual orientation, or other status.
- Fair wages, benefits, and working hours in compliance with applicable laws.
- Safe and healthy working conditions.
- Respect for freedom of association and collective bargaining.

4. Health, Safety and Environment (HSE)

Suppliers shall provide and maintain a safe, hygienic, and healthy working environment for all employees, contractors, and visitors. Proactive measures must be taken to prevent accidents, injuries, and occupational illnesses through appropriate risk assessments, safety controls, training, and use of protective equipment. Suppliers are expected to comply with all applicable health, safety, and environmental laws and regulations.

Suppliers shall also minimize their environmental impact by reducing emissions and pollution, conserving natural resources, improving energy efficiency, and ensuring responsible waste management and disposal. Emergency preparedness and response procedures must be established and regularly tested to address potential workplace and environmental incidents. Suppliers shall demonstrate continual improvement in health, safety, and environmental performance through monitoring, corrective actions, and adoption of sustainable practices.

5. Business Integrity

APAC maintains a zero-tolerance policy towards corruption, bribery, extortion, and fraud. Suppliers shall not, directly or indirectly, engage in or tolerate any form of corruption or unethical business practices. Suppliers shall avoid conflicts of interest, protect confidential information, and respect intellectual property rights.

6. Fair Treatment of Suppliers

APAC is committed to maintaining fair, impartial, and transparent dealings with all suppliers. No supplier shall be subject to favoritism, unfair treatment, or discrimination in procurement decisions. Suppliers will be evaluated on objective criteria such as quality, reliability, compliance, sustainability, and value, ensuring equal opportunity in business relationships.

7. Sustainability and Responsible Sourcing

Suppliers are encouraged to adopt sustainable practices in their operations and supply chains. This includes:

- Reducing greenhouse gas emissions.
- Promoting responsible use of resources.
- Supporting circular economy principles (reuse, recycling, waste reduction).
- Sourcing raw materials responsibly and avoiding conflict minerals.
- Promoting fair labor and community development.

8. Monitoring and Compliance

APAC reserves the right to monitor and assess suppliers' compliance with this Code through audits, assessments, or self-declarations. Suppliers are expected to provide accurate and transparent information upon request and to take corrective actions where necessary.

9. Reporting Concerns

Suppliers are expected to promptly report any actual or suspected violations of this Code of Conduct or applicable laws and regulations. Reports may be submitted confidentially to APAC's Compliance Department at **ibd@apacss.com**, with a copy to **qms@apacss.com**. APAC is committed to ensuring non-retaliation and will not tolerate any form of retaliation against individuals who raise concerns or make reports in good faith.

10. Acknowledgement

By entering or continuing a business relationship with APAC, suppliers confirm that they have read, understood, and will comply with this Supplier Code of Conduct. Suppliers are responsible for communicating these principles to their employees, contractors, and supply chains.

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