



Supplier Code of Conduct

The supplier code of conduct for Nandina Remanufacturing Pte Ltd (“Nandina REM”) outlines our expectations and standards for suppliers in line with all applicable domestic legal requirements and international standards, including communicating these through their own supply chains.

It is designed to promote a responsible and sustainable supply chain by ensuring that we build relationships with suppliers who are committed to comparable values, principles and international standards in their own activities and relationships with suppliers and contractors.

1. Ethical Standards

- **Business Integrity:** Suppliers must conduct business ethically and in line with all applicable laws and regulations, including avoiding corruption, extortion and bribery, and ensuring compliance with relevant anti-bribery laws.
- **Transparency:** Suppliers should maintain accurate records and disclose any relevant information that may impact their business relationship with Nandina REM, including conflicts of interest.

2. Health, Safety, Security, Environment (HSSE)

- **Environmental Management:** Suppliers should have an Environmental Management System in place to ensure compliance with applicable laws and regulations
- **Sustainable Practices:** Encourage the use of environmentally friendly technologies and practices, such as reducing emissions and waste, and promoting resource efficiency.
- **Social Impact:** identify and manage social impacts of their operations, including stakeholder engagement with suppliers, partners and (where relevant) local communities.

3. Labour Practices & Human Rights

Suppliers should conduct operations in line with human rights standards set out United Nations Universal Declaration of Human Rights, the core conventions of the International Labour Organisation and national labour and modern slavery regulations, including the principles of:

- **Freely Chosen Employment:** Suppliers must not use forced, bonded, or indentured labour. Employment should be voluntary, and workers should have the freedom to leave upon reasonable notice.
- **Child Labour Avoidance:** Suppliers must comply with child labour laws and ensure that no underage labour is used in any stage of production.
- **Working Conditions:** Suppliers should provide a safe and healthy work environment, complying with ISO 45001 or equivalent standards. This includes adequate lighting, ventilation, and access to potable water.
- **Non-Discrimination:** Employment decisions should be based on merit, without discrimination based on race, gender, age, disability, or other protected characteristics.



To ensure the application of these principles and standards, suppliers are expected to undertake compliance and monitoring activities including:

- **Audits and Assessments:** Regular audits to ensure compliance with the provisions and principles code of conduct. Suppliers are expected to cooperate fully with these assessments.
 - **Continuous Improvement:** Through structured management approaches to business integrity, HSSE and human rights issues, suppliers should engage in ongoing improvement of their practices, including providing training and resources to employees to ensure adherence to this code.
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