

Supplier code of conduct

1. Basic duties

1.1 Suppliers are obliged to take all relevant and necessary actions and measures within the agreed period to ensure compliance with this Code to the fullest extent possible. In addition to complying with the requirements of this Code, the supplier shall comply with the requirements of local laws and regulations; Implement a "no peat, no deforestation, no exploitation" (NDPE) policy in their management processes; And no deforestation and forest degradation since 30 December 2020.

1.2 Suppliers bear the costs incurred in compliance with this Code.

2. Child Labour

Child labor and forced labor are prohibited, and no suppliers or subcontractors that use child labor or forced labor are accepted. If any supplier is found to be using child labor, remedial measures should be taken in time.

3. Working Environment

Suppliers must ensure that a good working environment is provided in accordance with all applicable regulations.

Minimum requirements:

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- Staff must not perform hazardous work without proper protection. Staff must be provided with proper instructions for the use of personal protective equipment and protective gear.

- Facilities must comply with building safety regulations and fire and fire alarm requirements

- All hazardous materials must be stored in a secure location and used in a safe and controlled manner

- All machinery must be properly maintained and protected

- Rest and sleeping facilities, if any, must be kept clean and safe

4. Working hours and wages

All staff members are entitled to at least 1 day off out of 7 days. Overtime pay shall be in accordance with the applicable laws of the country/region stipulated by the company penalty, and the deduction of salary resulting from the penalty shall not be inconsistent with the minimum wage requirement. **Respect workers' freedom and prohibit any form of forced Labour.**

5. Right to Privacy

Suppliers shall respect the privacy rights of employees

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when collecting or storing private information or monitoring
employees.

6. The Environment

Suppliers are responsible for reducing the environmental
impact of their production processes

- Pollution prevention and reduction of energy
consumption (Suppliers should avoid pollution and actively
work to reduce the consumption of raw materials)

- Chemicals and hazardous raw materials (Suppliers
should ensure that chemicals and hazardous raw materials
are handled, stored and disposed of in an environmentally
friendly manner)

- Exhaust emissions (Suppliers shall ensure that
emissions of volatile organic chemicals, suspended solids,
corrosive substances, particulates, ozone-depleting
chemicals and combustible substances produced during
production are identified, monitored and controlled prior
to disposal as required by law)

- Wastewater and solid waste (Suppliers should ensure
that wastewater and solid waste generated from
manufacturing processes, industrial processes and
sanitation facilities are disposed of, monitored and

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managed in accordance with local laws and regulations)

- Recycling and reuse of raw materials and products

(Suppliers shall ensure that raw materials and products are recycled and reused to the maximum extent possible)

- Climate change, biodiversity, water (Suppliers set climate change targets consistent with their commitments and take proactive measures to reduce carbon emissions and protect biodiversity and water resources)

7. Corruption

Corruption and bribery are recognized as impediments to sustainable development and free trade. Therefore, we do not accept any improper payment in the course of our business dealings. The same should apply to our suppliers.

8. Human Rights

Respect the basic human rights of employees and prohibit any form of degrading behavior.

9. The right to free association and negotiation

Promote labor-management cooperation and respect employees' freedom of association and collective bargaining rights.

10. Deforestation and conversion

Tier 1 suppliers will not be allowed to conduct

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deforestation and conversion in violation of NDPE
principles. If a supplier is found to be involved in
deforestation and conversion during the investigation,
we will reduce our cooperation with them.

Guangzhou Flower's Song Fine Chemical Co., LTD

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