

Sustainable Procurement Policy

Through this procurement policy, we intend to make our operations more sustainable by:

- Upholding the laws and regulations of the respective countries we operate in
- Endorsing highest standards of environmental, social, and ethical practices
- Identifying and moderating risks associated with our procurement process and our suppliers.
- Communicating the policy and raising awareness internally and among our suppliers.

In accordance with our commitment to the highest standards, we also expect our suppliers to aspire to the same standards in their business operations, including but not limited to:

Environment:

- Comply and adhere to all the applicable environmental laws in respective countries and jurisdiction
- Undertake initiatives to promote greater environmental responsibility such as:
 - Responsible waste management and disposal with aiming for a circular economy.
 - Reduction of greenhouse gases and other emissions harmful to the environment.
 - Conservation and replacement of nonrenewable natural resources.
 - Fostering actions which protect and improve biodiversity.

Business Ethics:

- Obey all relevant international and domestic laws regarding ethical business practices
- Demonstrate existence of procedures to prevent topics like fraud, bribery, corruption, conflicts of interest, data security issues as laid out in our Code of Conducts.
- We recognize the value of diversity and strive for the inclusion of small and diverse businesses in our procurement process.

Labor and Human Rights:

- Comply with all applicable laws, in accordance with the principles of the International Labor Organization, the UN Global Compact, and the UN Universal Declaration of Human Rights.
- Prohibit slavery and the use of forced, bonded, or child labor across the supply chain.
- Prohibit unlawful discrimination and harassment to provide a safe and inclusive work environment.

We understand that procurement performance improvement is a continuous process and recognize the contribution of our suppliers in our journey to become more sustainable.

For detailed guidelines on supplier sustainability, please refer to our Code of Conduct for Suppliers.