



Supplier Code of Conduct & Ethics Policy

Policy No. HRM- 216
Effective: October 1, 2024

Purpose:

Marwood International Inc. is committed to the highest standards of integrity and ethical conduct in all aspects of our business. This Supplier Code of Conduct and Ethics ("Code") outlines the expectations and requirements for our suppliers to ensure compliance with our values and applicable laws.

Guidelines:

Integrity in Business Dealings

- Compliance with Laws: Marwood's suppliers must comply with all applicable laws and regulations in the countries where they operate. This includes but is not limited to laws relating to antitrust, anti-corruption, and anti-bribery.
- Fair Competition: Marwood's suppliers must engage in fair business practices, avoiding any activities that restrict competition such as price-fixing, bid-rigging, or market allocation.

Anti-Corruption and Anti-Bribery

- Prohibition of Bribes: Marwood's suppliers must not offer, promise, give, or accept bribes or other improper payments to or from any individual or organization, including government officials, to gain or maintain business.
- Gifts and Entertainment: Any gifts or entertainment provided to Marwood employees must be reasonable, infrequent, and not intended to influence business decisions.

Ethical Conduct

- Conflict of Interest: Marwood's suppliers must avoid conflicts of interest in their dealings with Marwood. They should disclose any situation that may appear to be a conflict of interest.
- Confidentiality: Marwood's suppliers must protect Marwood's confidential information and use it only for authorized purposes. They should ensure that their employees understand the importance of maintaining confidentiality.
- Intellectual Property: Marwood's suppliers must respect intellectual property rights and ensure that any technology or information shared by Marwood is protected. They should not use any unauthorized technology or information.

Labor Standards and Human Rights

- Freely Chosen Employment: Marwood's suppliers must not use forced, bonded, indentured labor, or involuntary prison labor. Employment must be voluntary, and employees should be free to leave upon reasonable notice.
- Child Labor: Marwood's suppliers must comply with local laws regarding the minimum age for employment and must not use child labor. The minimum age for employment should be the greater of 15 years, or the age at which compulsory schooling ends.
- Working Hours and Wages: Marwood's suppliers must comply with applicable wage and hour laws, including those related to minimum wages, overtime, and legally mandated benefits.



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- **Non-Discrimination**: Marwood's suppliers must provide a workplace free from harassment and discrimination based on race, color, religion, sex, age, physical ability, national origin, or any other legally protected characteristic.
- **Freedom of Association**: Marwood's suppliers must respect the rights of workers to freely associate, form, and join trade unions, and bargain collectively.
- **Sourcing from Conflict Areas (UFLPA Compliance)**: Marwood's suppliers must ensure that they do not source materials or products from regions associated with forced labor, such as the Xinjiang Uyghur Autonomous Region, in compliance with the Uyghur Forced Labor Prevention Act (UFLPA). Suppliers must conduct due diligence and provide evidence that their supply chains are free from forced labor.

Health and Safety

- **Safe Workplace**: Marwood's suppliers must provide a safe and healthy working environment and comply with all applicable health and safety laws and regulations. They must ensure that workers are aware of safety procedures and have access to protective equipment.
- **Emergency Preparedness**: Marwood's suppliers must have procedures in place for dealing with emergencies such as fires, natural disasters, and other events that could pose a threat to health and safety. Workers should be trained in these procedures.

Environmental Responsibility

- **Environmental Compliance**: Marwood's suppliers must comply with all applicable environmental laws and regulations. They should obtain and maintain all required environmental permits and registrations.
- **Resource Efficiency**: Marwood's suppliers should strive to minimize their environmental impact through energy and water conservation, waste reduction, and recycling. They should continuously seek ways to reduce waste, emissions, and resource consumption.
- **Pollution Prevention**: Suppliers must implement measures to prevent pollution, including proper management of hazardous materials and emissions, and seek to reduce their carbon footprint.
- **Sustainable Practices**: Suppliers are encouraged to adopt sustainable practices, including the use of renewable energy sources, sustainable materials, and environmentally friendly technologies.

Reporting Concerns

- **Whistleblower Protection**: Marwood's suppliers must provide a mechanism for their employees to report concerns or violations of this Code without fear of retaliation. This mechanism should be accessible and confidential.
- **Reporting to Marwood**: Marwood's suppliers must report any suspected violations of this Code to Marwood promptly. Marwood will provide a confidential reporting mechanism for suppliers to use.

Adherence to this Supplier Code of Conduct and Ethics is essential for maintaining a business relationship with Marwood. Suppliers are expected to take appropriate steps to ensure that their employees and sub-suppliers understand and comply with the principles outlined in this Code.