



# **SUPPLIER CODE OF CONDUCT**



# Table of Contents

- 1. Introduction ..... 2
- 2. Scope ..... 2
- 3. Roles & Responsibilities..... 2
- 4. Business Integrity ..... 3
- 5. Human and Labour Rights..... 4
- 6. Occupational Health and Safety..... 5
- 7. Privacy Protection and Data Security ..... 5
- 8. Sustainability ..... 6
- 9. Communication..... 6
- 10. Modification and Changes ..... 6

## 1. Introduction

- 1.1 EcoCeres, Inc. (the “Company”) and its subsidiaries, joint ventures, affiliates or companies in which the Company holds a controlling interest (hereinafter referred to as the “Group”, “EcoCeres”, or “We”) strive to build a sustainable business in a sustainable world. We believe our commitments to sustainable business practice extend beyond EcoCeres therefore we recognize forming strong relationships with business partners who share our commitment to these principles is essential for fostering a sustainable and ethical supply chain. We are committed to upholding the highest standards of integrity, social and environmental responsibility throughout the supply chain.
- 1.2 The *Supplier Code of Conduct* (the “Code”) outlines EcoCeres’ fundamental principles, expectations and requirements for its suppliers, contractors, and third-party service providers (collectively, “the Supplier”). It encompasses key areas including business integrity, human and labour rights, and sustainability. By adopting the Code and all these principles, we aim to create a responsible and sustainable supply chain that respects human rights, promotes fair and safe working conditions, and minimizes environmental impact.
- 1.3 Violation of this Code may result in serious consequences, including but not limited to the suspension of business dealings and referral to relevant regulatory or law enforcement authorities for further investigation and potential legal action.
- 1.4 This policy should be adopted in conjunction with the *Sustainable Supply Chain Policy*.

## 2. Scope

- 2.1 The Supplier is required to comply with this Code.
- 2.2 The Supplier is responsible for communicating the requirements stipulated in the Code to their employees and their suppliers and contractors, to ensure their compliance with this Code.

## 3. Roles & Responsibilities

- 3.1 This table provides an overview of the roles and responsibilities of the Policy.

Responsibility	Responsible Parties
Policy Oversight	The Board
Policy Owner	EVP, Operation
Policy Preparer	Vice President, Operation
Policy Endorser	Chief Executive Officer (CEO)
Execution of Policy	Operations Team

## 4. Business Integrity

At EcoCeres, we uphold an unwavering commitment to the highest standards of business ethics, acting with fairness and honesty. We expect the Supplier to adhere to the same level of business ethics and make it an essential guiding principle in their daily business activity. By aligning with our commitment to business integrity, we strive to foster a culture of high standards in business ethics together.

### 4.1 Compliance with Laws and Regulations

The Supplier shall adhere to all relevant laws and regulations in jurisdictions where it operates. In the event that any provision of this Code conflicts with national laws or regulations, the Supplier must comply with whichever requirement is more stringent. The Supplier shall review regularly on relevant laws and regulations to ensure full compliance of their operations.

### 4.2 Anti-Bribery and Anti-Corruption

The Supplier shall prohibit all forms of bribery, corruption or improper influence in its business activities, in strict adherence to the applicable anti-bribery and anti-corruption laws and regulations. The acceptance or provision of any gifts, rewards, hospitality or travel that could be perceived as influencing business decisions or creating an obligation is strictly prohibited. The Group maintains zero-tolerance towards bribery, corruption and related malpractice. Any violation of the *Anti-Bribery and Anti-Corruption Policy* is considered unacceptable.

### 4.3 Conflict of Interest

The Supplier shall avoid any situations that could create a conflict of interest between the Supplier and EcoCeres. The Supplier must remain vigilant and abstain from engaging or be involved in any actual or perceived conflicts of interest during its business relations with EcoCeres. The Supplier is obligated to declare and inform EcoCeres about all relevant interests which conflict, may conflict or be seen to conflict with EcoCeres.

### 4.4 Export Control and Sanctions

Trade sanctions refer to laws and regulations imposed by governmental authorities or international organizations. The Supplier shall comply with all applicable laws and regulations relating to export control and sanctions. EcoCeres does not conduct business that are unethical, illegal, or in violation with trade sanctions or activities, which is crucial to prevent potential negative impact of our business.

### 4.5 Anti-Money Laundering

The Supplier shall strictly adhere to all local and international laws, regulations, and guidelines to prevent any money laundering activities or illegal processes of making illicit funds to appear legitimate. The Supplier shall safeguard against any association with criminal activities or funding of terrorists and ensure that all their financial resources or assets remain untainted and aligned with

ethical practices, as well as ensure compliance with applicable anti-money laundering and counter terrorist financing laws, regulations and guidelines.

#### 4.6 Fair Competition

The Supplier shall maintain fair competition in all aspects of its business operation. The Supplier should ensure their employees do not engage in any anti-competitive practices such as price fixing, market manipulation or unfair trade practices.

## 5. Human and Labour Rights

At EcoCeres, we uphold and promote human and labour rights in all aspects of our operations. We recognize the social impact of our procurement decisions and the importance of promoting fair labour practices, diversity, and human rights. We encourage the Supplier to acknowledge and respect global recognized standards and principles, as outlined in:

- The United Nations Universal Declaration of Human Rights;
- The United Nations Guiding Principles on Business and Human Rights; and
- The Fundamental Conventions of the International Labour Organization.

#### 5.1 Employment Standards

The Supplier shall uphold the principle of fair employment for all employees in terms of their human rights.

The Supplier shall adhere to local laws, and where relevant, should comply with working hours, remuneration package, pension and insurance benefits, sufficient leisure and rest time, annual holidays, benefits (such as sick leave, annual leave, parental leave, and other comparable provisions). The Supplier shall provide a written contract to all employees prior to commencing work, where essential terms and conditions of their employment are stated in a language where the employee can understand.

EcoCeres expects the Supplier to provide equal employment opportunity in the workplace, including recruitment processes, decisions made relating to training, promotion, continued employment and working conditions in general.

#### 5.2 Child and Forced Labour

The Supplier shall eliminate all forms of modern slavery. This includes strictly prohibiting the engagement of child labour, forced labour, and human trafficking for any business purposes within operations. We strongly encourage the Supplier to adhere to the internationally recognized definition of minimum working age, human and labour rights as outlined in globally recognized standards and principles.

### 5.3 Anti-Discrimination and Anti-Harassment

The Supplier is expected to ensure equal opportunities and foster an inclusive working environment for all employees. The Supplier should not discriminate their employees regardless a person's sex, pregnancy, family and marital status, race, colour, ethnic origin, disability, religion or any other similar distinction which is not based on the inherent requirements of the work.

The Supplier must strictly enforce a zero-tolerance policy against all forms of employee harassment, including sexual harassment, disability harassment or racial harassment, to maintain a safe and respectful workplace.

### 5.4 Freedom of Association

The Supplier is required to uphold and respect the employees' right to freely associate and engage in collective bargaining. In accordance with relevant local laws and regulations, employees are allowed to join labour unions or other organizations that advocate for the rights and interests of workers.

## 6. Occupational Health and Safety

The Supplier is expected to develop robust product safety management systems to enhance product quality and manage environmental and social impact. Additionally, we urge the Supplier to establish comprehensive product recall or rectification programs to promptly address any identified quality defects or safety concerns associated with their supplied products. Furthermore, we encourage the Supplier to maintain accurate and transparent record for their quality and safety management practices.

The Supplier shall give the utmost attention to matters related to occupational health and safety (OHS) to their employees. They are expected to offer comprehensive OHS training to both employees and contractors, as well as conduct thorough OHS assessments and audits for all significant projects to guarantee a secure working atmosphere. Additionally, employees shall be granted unrestricted access to first aid supplies and any other indispensable provisions for emergency care.

## 7. Privacy Protection and Data Security

The Supplier is expected to ensure the privacy and security when handling personal and confidential information within their possession in accordance with applicable laws and regulations. The Supplier is expected to comply with applicable personal data protection laws and adhere to principles of confidentiality in their processing, use and management of personal data and confidential information.

## 8. Sustainability

EcoCeres is committed to embracing a sustainable business model and actively promoting sustainability practices throughout all aspects of its operations. We encourage the Supplier to incorporate sustainability concept into their operations, share our goal on “Building a Sustainable Business for a Sustainable World”. EcoCeres will actively seek suppliers who demonstrate a commitment to environmental sustainability and offer products and services that meet recognized sustainability standards.

### 8.1 Environmental Stewardship

The Supplier shall comply with all applicable environment laws, regulations or standards in the jurisdiction where they operate. The Supplier is expected to monitor, measure and report their impact on the environment, climate change, energy efficiency, air emissions, water management, waste management, and biodiversity and land use. Where applicable, the Supplier is encouraged to have relevant policies and monitoring plans in place to manage and where possible reduce these environmental impacts.

### 8.2 Climate Change

The Supplier is expected to actively address climate change by setting up environmental reduction goals and supporting the Paris Agreement. We urge the Supplier to implement plans to reduce greenhouse gas (GHG) emissions that align with the climate targets set, while also identifying climate-related risks and opportunities in their operation.

### 8.3 Social Responsibility

The Supplier is encouraged to engage with the community, as a part of our social responsibility to give back to the communities we operate and creating positive change. This includes contributing to the needs and betterment of the local community, as well as supporting local organizations that addresses social issues.

## 9. Communication

The Supplier is encouraged to report any confirmed or suspected violations of contracts, the *Sustainable Supply Chain Policy*, or *Supplier Code of Conduct*, as stipulated in *EcoCeres Whistleblowing Policy*. EcoCeres does not tolerate any form of retaliation against individuals who report alleged misconduct or legal concerns in good faith.

## 10. Modification and Changes

EcoCeres reserves the right to make reasonable modifications to this Code. The updated Code will be posted on the official website of EcoCeres without further notice and will be effective without the Supplier’s prior consent.



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