

SUPPLIER CODE OF CONDUCT

RESPONSIBLE BUSINESS

1. Suppliers shall meet generally recognized or contractually agreed quality requirements in order to provide goods and services that consistently meet our company's needs, perform as warranted and safe for intended use.
2. Suppliers shall comply with all applicable anti-bribery and corruption laws, anti-money laundering laws and its related rules and regulations and not practise or tolerate any form of corruption, extortion, embezzlement and/or money laundering. Suppliers shall not offer or accept bribes or other unlawful incentives to/from their business partners.
3. Suppliers are expected to implement mechanisms to identify, determine and manage risks in all areas addressed by this Supplier Code of Conduct and with respect to all applicable legal requirements.
4. Suppliers must avoid conflicts of interest, or the appearance of conflicts of interest including disclosing any material transaction or personal or professional relationship that could be expected to give rise to such a conflict.

HUMAN RIGHTS AND WORKPLACE

1. Suppliers shall not accept any form of forced labour such as bonded labour, prison labour, slavery, human trafficking or retention of important personal documents of employees
2. Suppliers shall not accept the employment of minors. The minimum age of employment shall comply with the respective labour laws in the country of which the Supplier operates.
3. Suppliers shall not engage in or support any form of discrimination in decisions such as employment, benefits, promotions or training. Discrimination includes, but not limited to, the basis of gender, age, ancestry, colour, ethnical or social origin, nationality, sexual orientation, incapacity, religion, world view or political opinion.
4. Suppliers shall comply with all applicable national and legal standards on working hours and overtime. Suppliers shall comply at least with international legal minimum standards concerning wages and benefits including compensation for overtime.
5. Suppliers shall respect the right of their employees to the full extent of applicable laws, rules and regulations, to form a worker's council, collective bargaining unit or other employee representations, and to enter into collective bargaining.
6. Suppliers shall prohibit and refrain from any unacceptable treatment of employees, such as mental cruelty, corporal punishment, abuse or sexual harassment.

SAFETY AND HEALTH

1. Suppliers shall comply with all applicable laws, rules and regulations related to worker safety, and should provide a safe and secure workplace for all employees which meet or exceeds industry standards.
2. Suppliers shall ensure that health and safety procedures are established, monitored and kept up-to-date. Worker exposure to potential safety and health hazards is to be controlled.
3. Suppliers and their agents/sub-contractors must understand and comply with all applicable safety procedures and policies while on site at an IOI Oleo facility.
4. Suppliers shall ensure that their employees are trained and encouraged to report both injuries and illnesses encountered during work activities at an IOI Oleo facility

SUSTAINABILITY & ENVIRONMENTAL MANAGEMENT

1. Suppliers shall comply with all applicable environmental, health and safety regulations. All required permits, licenses and registrations must be obtained, maintained and kept up-to-date
2. Suppliers shall have systems in place to ensure the safe handling, movement, storage, recycling, reuse and management of waste, air emissions and wastewater discharges.
3. Suppliers shall operate sustainably and use resources efficiently, apply energy-efficient, environmentally friendly technologies and reduce waste, as well as emissions to air, water and soil.