



Supplier Code of Conduct

1. Compliance with Laws and Regulations

Suppliers must comply with all applicable laws, regulations, and standards in the jurisdictions where they operate, including but not limited to labor laws, environmental regulations, and anti-corruption laws.

2. Ethical Business Practices

Suppliers must conduct their business with integrity, honesty, and transparency, and avoid engaging in any form of bribery, corruption, extortion, fraud, collusion, or other unethical conduct.

3. Labor and Human Rights

Suppliers must uphold the human rights of their employees and ensure fair and safe working conditions in compliance with international labor standards, including the prohibition of forced labor, child labor, discrimination, and harassment.

Suppliers must provide employees with fair wages, benefits, and working hours, and respect their rights to freedom of association and collective bargaining.

4. Environmental Responsibility

Suppliers must minimize their environmental impact and promote environmental sustainability by adopting environmentally friendly practices, reducing greenhouse gas emissions, conserving natural resources, and managing waste responsibly.

5. Health and Safety

Suppliers must prioritize the health and safety of their employees and ensure a safe working environment free from hazards and risks. Suppliers must comply with applicable

health and safety regulations and provide appropriate training, protective equipment, and emergency response procedures.

6. Quality and Product Safety

Suppliers must deliver products and services that meet CBC Tech's quality standards and specifications and adhere to applicable product safety regulations. Suppliers must implement quality control measures, product testing, and traceability systems to ensure product safety and reliability.

7. Confidentiality and Intellectual Property

Suppliers must respect CBC Tech's confidential information and intellectual property rights and take appropriate measures to protect sensitive information from unauthorized disclosure, theft, or misuse.

8. Anti-Corruption and Anti-Bribery

Suppliers must refrain from offering, giving, receiving, or soliciting bribes, kickbacks, or other improper payments or incentives to CBC Tech employees or representatives or any third parties acting on behalf of CBC Tech.

9. Diversity and Inclusion

Suppliers must promote diversity and inclusion in their workforce and supply chain and ensure equal opportunities for all employees regardless of race, ethnicity, gender, sexual orientation, age, religion, disability, or other protected characteristic.

10. Continuous Improvement

Suppliers must continuously monitor and improve their performance in accordance with this Supplier Code of Conduct and collaborate with CBC Tech to address any areas for improvement or corrective actions.

11. Compliance and Reporting

Suppliers must certify their compliance with this Supplier Code of Conduct and provide CBC Tech with any requested information or documentation to demonstrate compliance.

Suppliers must promptly report any violations of this Supplier Code of Conduct or any concerns about unethical behavior within their organization to CBC Tech.

12. Review and Revision

This Supplier Code of Conduct will be reviewed periodically to ensure its effectiveness and relevance and may be updated or revised as needed. Suppliers will be notified of any changes to the code and expected to comply with the updated requirements.

By adhering to this Supplier Code of Conduct, CBC Tech's suppliers demonstrate their commitment to ethical business practices, sustainability, and responsible corporate citizenship, and contribute to a mutually beneficial and sustainable business relationship.