

## Supplier Code of Conduct

At Sino, we take integrity seriously. We uphold integrity and strictly abide by Code of Conduct in all aspects of business. We would like to share with our suppliers, their employees, subsidiaries, affiliates and sub-contractors ('Suppliers') our core values, namely Integrity, Customer First, Quality Excellence, Respect, Teamwork, Continuous Improvement, Preparedness and Sense of Urgency. We encourage our Suppliers to observe Sino Group's core values and adhere to ethically, socially and environmentally responsible practices in business dealings with us.

We expect that all Suppliers abide by the Code of Conduct outlined below:

### 1. Legal and Regulatory Compliance

Suppliers shall comply with the enactments, orders, regulations or other instruments issued by the government or other competent authority of the place in which they operate or conduct business.

### 2. Business Integrity and Ethics

Suppliers shall deal honestly, fairly and ethically in every aspect of their business, including sourcing, operations and relationships with clients, employees, suppliers and business partners. Suppliers shall compete for business based on the price, quality and performance standard of their products and services.

Any and all forms, directly or indirectly, of bribery and corruption are strictly prohibited.

### 3. Labour Standards and Practices

Suppliers shall comply with all applicable laws and regulations pertaining to working hours, wages, working conditions, occupational health and safety, industrial relations, and not use any form of forced labour.

Suppliers shall implement fair, humane and non-discriminatory employment practices, and shall have in place communication mechanisms and grievance handling procedures that allow employees to raise concerns and complaints directly with management.

### 4. Health and Safety

Suppliers shall comply with applicable occupational safety and health legislations and pertinent requirements at work to provide a safe and healthy working environment.

### 5. Environment

Suppliers shall comply with all applicable environmental codes, laws and regulations in the place where they operate and ensure that they obtain and maintain all necessary environmental permits and registrations to conduct their business.

Suppliers shall take all appropriate and reasonable measures to sustain and protect the environment through proper waste management, pollution control and recycling.

### 6. Confidentiality

Suppliers shall comply with all applicable data protection and privacy laws and regulations. Suppliers shall treat all information provided by Sino Group in confidential and not disclose to unauthorised third parties or the public.

### 7. Intellectual Property Rights

Suppliers shall recognise and respect Sino Group's and other owners' intellectual property rights in their trademarks, copyright, design and patents.

### 8. Auditing and Inspections

Sino Group reserves the right to conduct scheduled and unscheduled compliance audit with Suppliers on this Code of Conduct from time to time.

### 9. Reporting Violations

Suppliers shall report any violations or suspected violations of applicable laws, regulations and this Code of Conduct to Sino and other relevant supervisions.

The Code of Conduct may be updated from time to time. Suppliers should refer to Sino's website at <http://www.sino.com> for the latest version.