

Supplier Code of Conduct

Effective Date: 2024 | Revision 1.0

Introduction

Do Sender Chemicals Co., Ltd. expects all suppliers, contractors, and business partners to operate in a manner consistent with our values and in compliance with applicable laws and regulations. This Supplier Code of Conduct sets out the minimum standards we require from our supply chain partners.

Suppliers are expected to cascade these requirements to their own sub-suppliers and subcontractors.

1. Legal Compliance

Suppliers must comply with all applicable laws and regulations in the countries where they operate, including those related to labour, environment, health & safety, and anti-corruption.

2. Labour & Human Rights

Forced Labour: No forced, bonded, or indentured labour. All work must be voluntary.

Child Labour: No workers below the minimum legal age for employment.

Discrimination: No discrimination based on race, colour, gender, religion, political opinion, national origin, or social origin.

Fair Treatment: No harsh or inhumane treatment, including harassment, corporal punishment, or abuse.

Working Hours: Compliance with applicable laws on working hours and overtime.

Freedom of Association: Workers have the right to join or form trade unions and bargain collectively.

3. Health & Safety

Suppliers must provide a safe and healthy workplace. This includes proper hazard identification, safety training, personal protective equipment, emergency preparedness, and incident reporting procedures.

4. Environment

Suppliers must operate in an environmentally responsible manner, complying with all environmental regulations. They should implement environmental management systems and work to minimize pollution, waste, and resource consumption.

5. Ethics & Anti-Corruption

Zero tolerance for bribery, corruption, fraud, and extortion. Suppliers must not offer or accept any improper advantage. Proper records must be maintained and accurate information provided to Do Sender Chem.

6. Monitoring & Enforcement

Do Sender Chemicals reserves the right to audit suppliers against this Code. Non-compliance may result in corrective action requirements, suspension, or termination of the business relationship. Suppliers are expected to cooperate fully with any such audits and to implement corrective actions promptly.