



Supplier Code of Conduct

Van Bros Trading Co Ltd.



1. Purpose

Van Bros Trading Co Ltd. is committed to conducting business in a responsible, ethical and sustainable manner.

This Supplier Code of Conduct sets forth the minimum standards we expect from all suppliers, manufacturers and business partners who work with us.

2. Compliance with Laws and Regulations

Suppliers must comply with all applicable local, national, and international laws and regulations, including but not limited to:

Environmental protection laws; Labor and employment laws; Anti-corruption and anti-bribery regulations; International trade and customs requirements.

3. Environmental Practices

Suppliers are expected to: Maintain valid ISO or equivalent certifications for environmental management (e.g., ISO 14001).

Minimize waste, emissions, and pollution. Use resources efficiently, including energy, water, and raw materials.

Promote recycling and responsible disposal of chemical by-products.



The background of the slide features a scenic mountain landscape under a clear sky. In the upper center, a small figure of a construction worker is visible on a crane or similar structure. The foreground and middle ground are filled with lush green trees and rolling hills, with a mountain peak visible in the distance on the right side.

4. Labor and Human Rights

Suppliers are expected to:

Strictly prohibit the use of forced, bonded, or child labor.

Ensure safe and healthy working conditions for all employees.

Respect workers' rights to fair wages, benefits, and reasonable working hours.

Maintain a workplace free from discrimination or harassment on the basis of race, gender, religion, age or any other protected status.

The personal characteristics protected in employment are:

- Indigenous identity
- Race
- Ancestry
- Place of origin
- Color
- Political belief
- Religion
- Marital status
- Family status
- Physical disability
- Mental disability
- Sex
- Sexual orientation
- Gender identity or expression
- Age
- Summary or criminal conviction



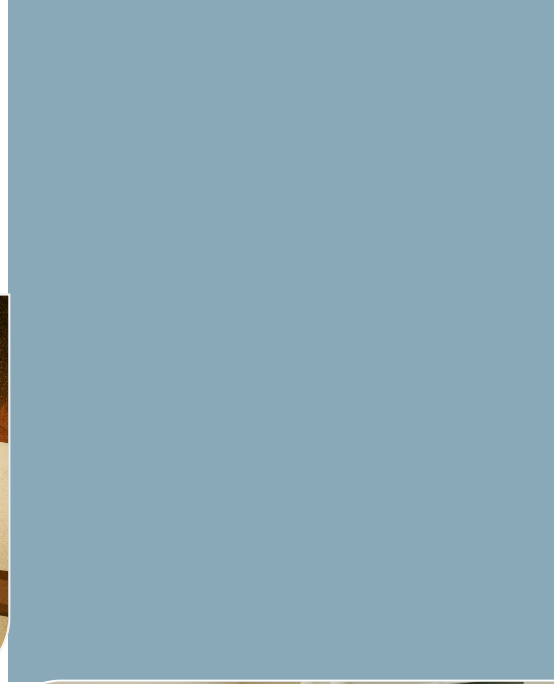
5. Carbon Reduction and Sustainability Development



The Company encourages suppliers to set measurable carbon-reduction goals to support global climate action and sustainable supply-chain growth.

Suppliers are encouraged to actively reduce carbon emissions and energy consumption by:

- Using environmentally friendly materials and packaging
- Prioritizing low-carbon energy and energy-efficient equipment
- Implementing carbon-reduction initiatives in production and logistics
- Continuously monitoring and improving environmental performance.



6. Health and Safety

Suppliers shall:
Implement appropriate occupational health and safety management systems. Provide proper training, equipment, and protective gear to employees.

Ensure safe handling, storage and transportation of hazardous materials.



7. Business Integrity and Ethics

Suppliers must: Conduct business with integrity, honesty, and transparency. Prohibit corruption, bribery, extortion, and fraudulent practices. Protect confidential information of Van Bros and other stakeholders.

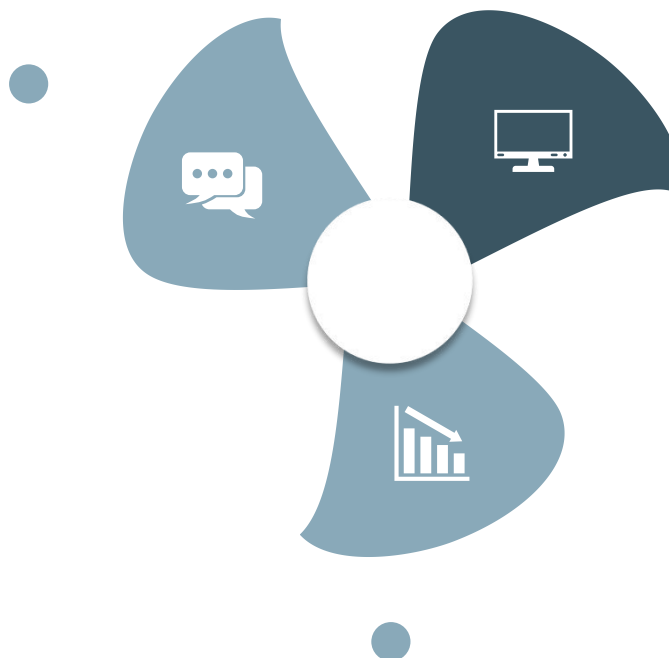


8. Product Quality and Safety

Suppliers are responsible for: Ensuring that all materials supplied meet agreed technical and quality standards. Maintaining valid ISO 9001 or equivalent certifications for quality management. Promptly informing Van Bros of any non-conformance or quality issues.

9. Monitoring and Compliance

Van Bros reserves the right to request documentation or conduct assessments to ensure supplier compliance with this Code of Conduct. Failure to comply may result in corrective actions or termination of the business relationship.



10. Acknowledgement

By working with Van Bros, suppliers acknowledge and agree to comply with this Supplier Code of Conduct.

Van Bros Trading Co Ltd.

