



## SUPPLIER CODE OF CONDUCT

Uluu is committed to promoting responsible business practices throughout its supply chain to achieve its mission of replacing plastic with materials that improve people's lives and restore our planet. Our company recognises the importance of sustainability, environmental stewardship and ethical conduct in all aspects of our operations.

In line with this commitment, we expect all suppliers and business partners to adhere to the following Supplier Code of Conduct, which is aligned with the Ethical Trading Initiative (ETI) Base Code and the conventions of the International Labour Organization (ILO). These internationally-recognised standards help ensure workers are treated with respect and dignity, work is safe and employment is fair.

### **1. Legal compliance and ethical conduct**

Suppliers must comply with all applicable laws, regulations and international standards governing their business operations.

Suppliers must conduct their business with integrity, honesty and transparency, avoiding any form of corruption, bribery or unethical practices.

Suppliers are encouraged to establish and maintain a whistleblower policy that allows employees to report any concerns or violations of laws, regulations or company policies without fear of retaliation.

### **2. Labour standards**

Suppliers must uphold the freedom of association and the right to collective bargaining of their employees.

Suppliers shall not engage in any form of forced, compulsory or child labour.

Suppliers should adhere to labour laws and regulations related to employment contracts, working hours, overtime pay and other terms and conditions of employment, ensuring that workers' rights are respected and protected.

Suppliers must provide a safe and healthy working environment for their employees, ensuring appropriate measures are in place to prevent accidents and injuries.

### **3. Non-discrimination and equal opportunity**



Suppliers shall not discriminate against employees based on race, color, ethnicity, gender, religion, age, disability, sexual orientation or any other protected characteristic.

Suppliers must promote diversity and inclusion in the workplace, providing equal opportunities for all employees.

#### **4. Fair remuneration & employment**

Suppliers must pay their employees fair and competitive wages that meet or exceed the minimum wage requirements set by local laws and industry standards.

Suppliers shall ensure timely payment of wages and benefits to their employees.

Suppliers should strive to provide living wages to their employees, ensuring that wages are sufficient to cover the basic needs of workers and their families, including food, housing, healthcare, education and other essential expenses.

Suppliers must provide regular and stable employment opportunities to their workers, avoiding precarious forms of employment such as temporary contracts, casual labour, or subcontracting arrangements that undermine job security.

#### **5. Environmental responsibility**

Suppliers must minimise their environmental impact by adopting sustainable practices, including but not limited to waste reduction, energy efficiency and pollution prevention.

Suppliers must comply with environmental regulations and strive to improve their environmental performance continuously.

#### **6. Supply chain responsibility**

Suppliers must ensure that their own suppliers and subcontractors adhere to the principles outlined in this Supplier Code of Conduct.

Suppliers are expected to promote responsible sourcing practices, prioritising suppliers who demonstrate a commitment to sustainability and ethical conduct.

#### **7. Continuous improvement**

Suppliers must regularly assess and improve their social, environmental and ethical performance, implementing corrective actions where necessary.



Suppliers are encouraged to collaborate with Uluu and other stakeholders to identify opportunities for innovation and sustainability improvement.

Uluu reserves the right to assess supplier compliance with this Supplier Code of Conduct through audits, inspections and other monitoring mechanisms. Failure to comply with these requirements may result in corrective action, including termination of the business relationship.

By adhering to this Supplier Code of Conduct, suppliers demonstrate their commitment to supporting Uluu's mission and contributing to a more sustainable and equitable future for all.