



CAN-ONE BERHAD

[Registration No. 200401000396 (638899-K)]

CAN-ONE SUPPLIER CODE OF CONDUCT

Can-One Supplier Code

1. Objective

The CAN-ONE Supplier Code defines the non-negotiable minimum standards that we ask our suppliers to respect and to adhere to when conducting business with Can-One Berhad and its subsidiaries (Can-One Group). This document helps the continued implementation of our commitment to international standards such as the UN Guiding Principles on Business and Human Rights, the Core Conventions of the International Labour Organisation (ILO) and the 10 Principles of the United Nations Global Compact.

compliance with the Code through internal or external assessment mechanisms and require implementation of progresses towards audit requirements.

2. Scope

The standards of the Code set forth expectations for the Supplier with whom Can-One Group does business, including their parent, subsidiary or affiliate entities, as well as all others with whom they do business including all employees, upstream suppliers and other third-parties.

3. Compliance

Can-One Group expects the Supplier to adhere to all applicable laws and regulations including the areas indicated in this Code. Can-One Group reserves the right to verify

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Name:

Date:

Signature:

Company's chop:

CAN-ONE Supplier Code

1. Labour Practices

Suppliers are expected to protect the human rights of their employees and to treat them with dignity and respect. The following areas are included:

Freedom of Association

The Supplier will be committed to an open and constructive dialogue with their employees. In accordance with local laws, suppliers will respect the right of their employees to associate freely, join labour unions, seek representation and engage in collective bargaining. Employees who act as workers representative should not be disadvantaged.

Forced Labour

The Supplier must under no circumstances use, or in any other way benefit, from forced labour. Forced labour refers to any form of indentured servitude such as the use of physical punishment, confinement, threats of violence as a method of discipline or control such as retaining employees' identification, passports, work permits or deposits as a condition of employment.

The supplier shall only employ workers who are legally authorized to work in their facilities. The Supplier shall be responsible for validating employees' eligibility to work through appropriate documentation. The Supplier shall recognise that all work shall be voluntary, and workers shall be free to leave work or terminate their employment upon reasonable notice.

Child Labour

The Supplier shall not employ any child labour in its business. This is strictly prohibited. The Supplier shall only hire individuals who are permitted by national law to be eligible to work.

Fair Treatment & Non-Discrimination

The Supplier will provide their employees with a workplace free of harsh and inhumane treatment, without any sexual harassment, sexual abuse, torture, mental or physical coercion or verbal abuse. The Supplier shall not practice discrimination in hiring and employment practices on the grounds of race, colour, religion, gender, age, physical ability, national origin, sexual orientation, political affiliation, union membership, medical tests, or marital status.

Working Hours, Wages & Benefits

Working hours for supplier's employees shall not exceed the maximum set by the applicable national law. Remuneration paid to employees shall comply with applicable national wage laws and ensure an adequate standard of living. Supplier's employees shall be paid in a timely manner. The Supplier shall not apply disciplinary or any other forms of deductions from pay neither apply any forms of discrimination in employment and remuneration practices.

2. Safety and Health

Suppliers are expected to provide a safe and healthy working environment for their employees. The following areas are included:

Workplace Environment

The Supplier shall as a minimum, provide potable drinking water, adequate lighting, temperature, ventilation, sanitation, and personal protective equipment together with equipped work stations. In addition, facilities must be constructed and maintained in accordance with the standards set by applicable laws and regulations.

Housing Conditions

When provided by the Supplier, dormitory facilities shall be maintained in accordance with all applicable laws and regulation. All dormitory buildings shall be clean and safe and workers shall be able to enter and leave the dormitory buildings freely at any hour. There shall be clean toilet facilities, access to potable water, and sanitary food preparation and storage facilities. All dormitory facilities shall also provide workers with reasonable personal space, adequate heat and ventilation and clean shower and bathrooms.

Accidents & Injuries

The supplier shall, develop and maintain effective approach in training and briefing employees on safety and health risk at work and keeping accurate and reliable records of accidents and injuries of employees at workplace.

Health & Safety Regulations

The Supplier shall comply with all applicable health & safety regulations. All required permits, licenses and registrations shall be obtained and kept for inspection.

Product Quality and Safety

To provide products and services to the Can-One Group, the Supplier must meet the generally recognised and contractually agreed quality requirements that consistently meet Can-One Group's requirement.

Material safety documentation containing all necessary safety relevant information shall be made available by Supplier for all hazardous substances as and when required by the Can-One Group.

Process Safety

The Supplier shall have safety programs in place for managing and maintaining their production processes in accordance with applicable safety standards.

Emergency and Training

Suppliers shall make available safety information on identified workplace risks and supplier's employees shall be adequately trained to ensure they are protected. Suppliers shall implement emergency plans and response procedure adequately by identifying and assessing the likely and potential emergency situations in the workplace.

3. Environmental Sustainability

Suppliers are required to minimise their environmental impact (including climate related), promote sustainability in their operations and comply with all applicable environmental laws and regulations in the countries where they operate. The following areas are included:

Environmental Permits

The Supplier shall comply with all applicable laws, regulations and generally recognised standards which is legally required at all times.

Risk Management

The Supplier is expected to implement systems & procedures to identify, determine and manage environmental risks associated with its business operations.

Hazardous Materials and Product Safety

The Supplier shall have systems in place to ensure the safe handling, movement, storage, recycling, reuse, disposal and management of waste, emissions and wastewater discharges. All the applicable laws and regulations related to hazardous materials, chemicals and substances shall be strictly followed. Prior to discharge or disposal, supplier shall characterize and treat

wastewater and solid waste appropriately and according to applicable laws and regulations.

Air, Noise and Water Pollution

The Supplier shall ensure compliance with applicable legislation by systematically managing their environmental impacts with respect to water, noise and air pollution to reduce and minimize such impact.

4. Business Integrity

The Malaysian Anti-Corruption Act 2009 (MACC Act 2009) ('the Act') defines corruption as the act of giving or receiving of any gratification or reward in the form of cash or in-kind of high value for performing a task in relation to his/her job description. The general penalty for any corruption related offences under the Act is:-

- Maximum 20 years imprisonment
- A minimum fine of RM10,000 or 5 times the value of the bribe (whichever is higher)

Can-One Group requires the Supplier to conduct their business in an ethical manner and to act with integrity. The following areas are included:

Anti-bribery

The Supplier must never, directly or through intermediaries, offer or promise any personal or improper advantage in order to obtain or retain a business or other advantage from a representative of Can-One Group, whether public or private. Suppliers are expected not to practice or tolerate any form of corruption, extortion or embezzlement.

Gifts and Entertainment

Suppliers shall not offer to any Can-One Group employee, gifts or any other kind of personal benefit resulting from the relationship with suppliers. The Suppliers shall ensure that any kinds of gift or entertainment offered to any Can-One Group employee are transparent and have a justifiable business rationale.

Fair Competition

The Supplier shall conduct its business in line with fair competition and in accordance with all applicable anti-trust laws.

Grievance Reporting

The Supplier shall provide means for their employees to report concerns or potentially unlawful activities in the workplace. The Supplier shall have systems in place enabling anonymous grievances, reporting and management. Any report should be treated in a confidential manner,

investigated and corrective action taken, if needed.

Conflict Minerals

The Supplier is expected to ensure that products supplied to Can-One Group do not contain metals derived from minerals originated from conflict regions that directly or indirectly finance or benefit armed groups.

Intellectual property

The Supplier shall take appropriate steps to safeguard and maintain confidential and proprietary information of its business partners and use such information only for the purposes authorized for use by the contractual agreement and ensure that valid intellectual property rights are protected.

Conflict of Interest

The Supplier is expected to report to Can-One Group any situation that may appear as a conflict of interest, and disclose to Can-One Group if any Can-One Group employee or professional under contract with Can-One Group may have an interest of any kind in the supplier's business or any kind of economic ties with the supplier.

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