

Code of Conduct for Supplier

Megachem is committed to maintaining high standards of social and environmental responsibility and to conducting our business in accordance with applicable laws and best practices in business ethics and standards. As valued Suppliers of Megachem, we seek your cooperation in adhering to similar principles, ethics and laws.

1. GOVERNANCE

Integrity / Ethics

- Suppliers shall maintain high integrity in all interactions and business transactions with Megachem.
- Suppliers must possess the quality of being honest and having strong moral principles and ensure personal relationships do not affect business activities.
- Suppliers shall not engage in any form of corruption, extortion, embezzlement and money laundering. Suppliers shall not offer any bribery, payments, fees, valued privileges or other favors to any Megachem employee.
- Suppliers shall not offer any gifts to any Megachem employee with an intent to influence or is perceived to impair business decisions.

Laws and Regulations

- Suppliers shall ensure compliance with applicable international and local laws, including relevant trade regulation and directives.

Conflict of Interest

- Suppliers shall establish an internal policy and system to prevent actual, potential or perceived conflict of interest which may jeopardise the interest of Megachem.
- Supplier shall inform Megachem if it is aware of any actual, perceived or potential conflict of interest and thus seek to resolve such conflicts in a manner that will protect our mutual interest.

Free and Fair Competition

- Suppliers shall value free and fair competition and comply with anti-trust and competition laws.

Confidentiality

- Suppliers shall protect all confidential information provided by Megachem and ensure that the confidential information are used only for purposes of conducting business with Megachem.

Protection of Intellectual Property



- Suppliers shall respect and safeguard intellectual property rights and Megachem's information. Suppliers shall manage technology and know-how in a manner that protects intellectual property rights.

Whistle-Blowing Policies

- Suppliers shall put in place a policy that allows employees and other stakeholders to raise concerns about possible improprieties, wrongdoings or misconduct. Suppliers shall take appropriate measures to address these concerns while ensuring the privacy of the whistle blowers.

Conflict Minerals

- Suppliers shall abide by all laws and regulations governing the sourcing of Conflict Minerals such as tin, tungsten or gold.

2. SOCIAL

Forced and child Labour

- Suppliers must ensure there is no form of forced labour being used and the employment is of free will basis. Suppliers must ensure there is no employment practices of child labour below regulated minimum age.

Working Conditions

- Suppliers must provide safe and hygienic working conditions for all employees and ensure that working hours, wages, and benefits comply with applicable laws and industry standards.

Harassment

- Suppliers shall not engage in or tolerate any form of harassment, including but not limited to sexual harassment, bullying, verbal abuse, or any behavior that creates a hostile or intimidating work environment. All individuals, regardless of their background or characteristics, must be treated with respect and fairness.

Discrimination

- Suppliers must promote a workplace culture that is inclusive and free from discrimination based on race, color, religion, gender, sexual orientation, age, disability, or any other protected characteristic. Discriminatory practices in hiring, promotion, compensation, and any other employment-related decisions are strictly prohibited.

Fair Wages

- Suppliers shall provide workers with fair wages that meet the legal minimum wage in the respective country or region. Wages should be paid regularly and in a transparent

manner. Wage rates should also consider industry standards and living wage benchmarks to ensure that employees can meet their basic needs.

Freedom of Association

- Suppliers must respect the rights of employees to associate freely, form or join trade unions, or engage in other lawful worker organizations. Employees should be able to exercise their rights to collective bargaining without interference, and suppliers shall not engage in any acts of anti-union discrimination.

Human Rights

- Suppliers shall not engage in discrimination based on race, skin colour, age, gender, sexual orientation, ethnicity, religion, disability, marital status, religion, pregnancy or political affiliation.

Employment Laws

- Suppliers must ensure inhumane treatment, molestation, physical abuse and threat is prohibited. Suppliers must comply with all applicable employment laws.

3. HEALTH, SAFETY & ENVIRONMENT

- Suppliers must comply with all applicable EHS laws in all countries in which the Company operates. Suppliers shall manage its EHS risk and performance effectively.
- Suppliers shall take all care and make proper provision for the health, safety and welfare of their people, visitors, contractors and the community against hazards inherent in their processes and products.
- Suppliers shall recognize it has a responsibility to the environment beyond regulatory requirements and understand the importance of preserving the environment. Suppliers will continually minimize the negative environmental impact from their operations and processes as well as increase employee awareness, engagement and training on environmental protection.

4. CYBERSECURITY

Internet Security

- Suppliers shall put in place appropriate controls, implement all necessary measures and review them regularly to protect computer systems and networks and to cooperate with its customers in eliminating cyber-crimes.

CONCLUSION: -

- Megachem aims to achieve responsible sourcing by sharing these values and shall request all suppliers to follow this Code of Conduct.



- Megachem shall select Suppliers with consideration of their ability to run safe and environmentally responsible operations.
- Megachem must be informed immediately and reserves the right to terminate business relationships in the event of any breach of applicable laws or provisions of this Code of Conduct.

Megachem

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