

AGRISOLUTIONS CORPⁱ
Code of Conduct of Business conducts & Ethics

Introduction

This Code of Conduct sets forth the principles and standards that all suppliers are expected to adhere to. This document is an integral part of our business relationship and ensures that all suppliers operate in an ethical, legal, and sustainable manner.

1. Compliance with Laws and Regulations

1.1 Legality

Suppliers must comply with all applicable laws, regulations, and standards in the countries where they operate. This includes, but is not limited to, laws related to the environment, health and safety, labor rights, and trade.

1.2 Intellectual Property

Suppliers must respect and protect the intellectual property rights of all parties.

Unauthorized use of patents, trademarks, copyrights, or other intellectual property rights is not permitted.

2. Labor Practices

2.1 Human Rights

Suppliers must respect the human rights of all workers and treat all employees with dignity and respect.

2.2 Child Labor

The use of child labor is strictly prohibited at any stage of production. Suppliers must comply with international standards on the minimum working age.

2.3 Forced Labor

Any form of forced labor, slavery, or human trafficking will not be tolerated. All work must be conducted voluntarily, and employees must have the freedom to terminate their employment.

2.4 Non-Discrimination

Suppliers must provide a work environment free from discrimination based on race, color, religion, sex, national origin, age, disability, sexual orientation, gender, or any other condition protected by law.

2.5 Health and Safety

Suppliers must provide a safe and healthy work environment for all employees, complying with all applicable occupational health and safety laws and regulations.

3. Business Ethics

3.1 Integrity

Suppliers must conduct their business with integrity, honesty, and transparency. Any form of corruption, bribery, extortion, or embezzlement is strictly prohibited.

3.2 Conflicts of Interest

Suppliers must avoid any situation that could create a conflict of interest in their business relationships.

3.3 Transparency

Suppliers must be transparent in their business practices and maintain accurate records of all transactions related to our business.

4. Sustainability and Environment

4.1 Environmental Protection

Suppliers must comply with all applicable environmental laws and strive to minimize the environmental impact of their operations. This includes proper waste management, efficient use of resources, and the reduction of pollutant emissions.

4.2 Sustainability

Suppliers are encouraged to adopt sustainable practices and to consider the environmental and social impact of their operations. The implementation of environmental management systems and the use of clean technologies are highly recommended.

5. Audits and Compliance

5.1 Audits

We reserve the right to audit suppliers to ensure compliance with this Code of Conduct. Suppliers must provide access to their facilities and all relevant documentation necessary to conduct these audits and/or product audits.

5.2 Compliance

Non-compliance with this Code of Conduct may result in the termination of the business relationship. Suppliers are expected to take immediate corrective actions if any violations are identified.

6. Communication and Training

6.1 Communication

Suppliers must communicate this Code of Conduct to all their employees, subcontractors, and relevant stakeholders, ensuring that it is understood and respected.

6.2 Training

Suppliers must provide appropriate training to their employees on the standards and practices required by this Code of Conduct.

6.3 Confidentiality

The Supplier commits to maintaining strict confidentiality regarding all information accessed by virtue of their contractual relationship with **AGRISOLUTIONS CORP**. This information includes, but is not limited to, technical, commercial, financial, operational, market, and any other information related to the Company's activities.

The Supplier agrees not to disclose Confidential Information to third parties without the prior written consent of the Company.

ⁱ **AGRISOLUTIONS CORP** means all the Agrisolutions companies of **VENANPRI Group**