



MEWAH GROUP

SUPPLIER BUSINESS CODE OF CONDUCT

1.0 SCOPE

This Code applies to all Mewah Group's (Mewah) stakeholders within our business operation and supply chain. We seek cooperation and collaboration from external (third-party) suppliers including vendors, service providers, contractors, and business partners, to adhere and uphold this Code.

2.0 ADHERENCE TO APPLICABLE LAWS, REGULATIONS & BUSINESS CODE

Suppliers are required to fully comply with the applicable laws, rules, regulations, industry standards, and local ethical guidelines governing their operations, in addition to adhering to this Mewah Business Code of Conduct.

3.0 BUSINESS PRACTICES / ETHICS

Suppliers shall conduct their business in an ethical manner and act with integrity. Specifically:

3.1 Anti-bribery, Kickbacks, Unlawful Payments and other Corrupt Practices

- a. Suppliers shall not pay bribes or provide anything of value, directly or indirectly through a third party, to a government or public official, political party or private person for the purpose of gaining an improper advantage, winning or retaining business, improperly influencing the act or decision of that person or organization, or to illegally influence the action of any individual, customer, company or company representative.
- b. Suppliers shall not accept bribes or participate in other illegal inducements in business or government relationships.
- c. Suppliers must keep accurate and transparent records that reflect actual transactions and payments.

3.2 Fair Competition

- a. Suppliers shall conduct their business consistent with fair and vigorous competition and in compliance with all applicable anti-trust laws.
- b. Suppliers shall employ fair business practices including accurate and truthful advertising.

3.3 Conflicts of Interest

- a. Suppliers are required to disclose to Mewah's management any perceived or actual conflicts of interest that may arise in their dealings with our organization.
- b. Mewah's management will carefully review and assess any potential conflicts, and if it is determined that a conflict of interest can be managed or permitted, such a decision will be diligently documented.

4.0 SUSTAINABLE GREEN PROCUREMENT CODE

Suppliers are encouraged to implement sustainable measures including but is not limited to:

4.1 ENVIRONMENTAL

4.1.1 Environmental Compliance

- a. Suppliers shall operate in an environmentally responsible manner to minimise adverse impacts on the environment.
- b. Suppliers are encouraged to conserve natural resources, to avoid the use of hazardous materials where possible and to engage in activities and with stakeholders (such as its workforce and communities) to promote reuse and recycle programmes.
- c. Suppliers shall comply with all applicable environmental regulations. All required environmental permits, licences, information registrations and restrictions shall be obtained and their operational and reporting requirements followed.

4.1.2 Environmental Efficiency (Reducing Greenhouse (GHG) Emissions)

- a. Suppliers are encouraged to minimize carbon dioxide (CO₂) emissions, explore cleaner energy alternatives and improve energy efficiency.
- b. Energy consumption and greenhouse gas (GHG) emissions should be tracked and documented regularly, at the facility and/or corporate level.
- c. Suppliers are to look for cost effective methods to improve energy efficiency and to minimize their energy consumption and greenhouse gas emission.

4.1.3 Responsible Resource Management

- a. Supplier should practice responsible resource management, including water conservation and waste reduction.
- b. Suppliers shall have systems in place to ensure the safe handling, movement, storage, recycling, reuse or management of waste, air emissions and wastewater discharges.
- c. Any waste, wastewater or emissions with the potential to adversely impact human or environmental health shall be appropriately managed, controlled and treated prior to release into the environment.

4.2 ETHICAL SOURCING

Suppliers are expected to engage in fair labour practices and responsible sourcing of raw materials, ensuring social and environmental responsibility in their supply chain.

4.2.1 Human rights, labour & employment practices, health & safety

- a. Suppliers shall be unwavering in their commitment to upholding the human rights of workers and Mewah stakeholders, ensuring that they are treated with dignity and respect.
- b. Suppliers must also fully comply with all laws and regulations governing human rights matters, including those concerning human trafficking, slavery, and related issues while providing services, manufacturing goods, or delivering other products to Mewah Group.
- c. This adherence is outlined in the [Mewah Group Human Rights and Labour Policy](#).

4.2.2 Child Labour and Young Workers

- a. Suppliers must not use child labour.
- b. The employment of young workers below the age of 18 shall not occur in hazardous work or night shift work and shall only be allowed when young workers are above a country's legal age for employment or the age established for completing compulsory education.

4.2.3 Forced Labour and Bonded Labour

- a. Suppliers shall not accept any form of forced labour such as bonded labour, prison labour, slavery, human trafficking or retention of important personal documents of employees.

4.2.4 Freedom of Association

- a. Suppliers shall respect the freedom of association and the right of collective bargaining.

4.2.5 Non-Discrimination

- a. Suppliers must comply with all applicable employment laws and regulations and shall provide a workplace free of harassment and discrimination.
- b. Suppliers shall not discriminate against individuals based on race, colour, age, gender, sexual orientation, ethnicity, disability, religion, political affiliation, union membership, marital status or other reasons prohibited by law.

4.2.6 Fair Treatment

- a. Suppliers shall provide a workplace free of harsh and inhumane treatment (including any sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse of workers) and free of threats of any such treatment.

4.2.7 Wages, Benefits and Working Hours

- a. Suppliers shall pay workers according to applicable wage laws, including minimum wages, overtime hours and mandated benefits.
- b. Suppliers shall communicate to the worker the basis on which they are being compensated in a timely manner, including times and rates for overtime, as dictated by local law. Any wage deductions should be reasonable, clearly understood by the workers, and allowed by applicable law.
- c. Suppliers should provide appropriate rest periods, adequate days or time off from work and honour applicable laws and agreements regarding maximum working hours.

4.2.8 Workplace Facilities safety & Hygienic

- a. Supplier workplace facilities, including toilets, canteens and any worker accommodation provided, shall be safe, clean and hygienic and meet the basic needs of workers. Workers should also be provided with and have access to potable water.

5.0 CONTINUOUS IMPROVEMENT AND TRANSPARENCY

We strongly encourage our suppliers to continuously evaluate and improve their sustainability practices. In alignment with this, Mewah is fully committed and urge all suppliers to commit to conduct regular social & environmental impact assessment.

Transparency is vital. We encourage suppliers to disclose relevant sustainability information, performance metrics, and initiatives to demonstrate your commitment to sustainable procurement and responsible business practices.

By upholding and embracing to this Supplier Code of Conduct, suppliers can contribute to creating a more sustainable and responsible supply chain, closely aligned with Mewah Group's commitment to sustainable growth, human rights, ethical labour practices, health and safety, towards building a better world of business, where social and environmental responsibility are paramount.