



Mewah
MEWAH GROUP
BUSINESS CODE OF CONDUCT

1.0 SCOPE

This Code applies to all Mewah Group's stakeholders within our business operation and supply chain. We seek collaboration from external suppliers including vendors, service providers, contractors, and business partners of Mewah Group to comply with this Code.

2.0 ADHERENCE TO APPLICABLE LAWS, REGULATIONS & BUSINESS CODE

Suppliers must comply with the laws, rules, regulations and industry and local ethical standards applicable to their operations, and 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

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, to win or retain business, to improperly influence the act or decision of that person or organisation, or to illegally influence the action of any individual, customer, company or company representative. Suppliers must keep accurate and transparent records that reflect actual transactions and payments. Suppliers shall not accept bribes or participate in other illegal inducements in business or government relationships.

3.2 Fair Competition

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

3.3 Conflicts of Interest

Suppliers must disclose to Mewah Group management any perceived or actual conflicts of interest. Mewah Group management must review any apparent or actual conflicts, and if a conflict of interest is permitted, this decision must be documented. A conflict of interest arises when personal interests or activities influence, or appear to influence, the ability to act in the best interests of Mewah Group. Suppliers should disclose to Mewah Group if a Mewah employee or professional contracted by Mewah may have an interest of any kind in the supplier's business or any current economic ties with the supplier.

4.0 HUMAN RIGHTS, LABOUR & EMPLOYMENT PRACTICES, HEALTH & SAFETY

Suppliers shall be committed to uphold the human rights of workers and Mewah stakeholders, and to treat them with dignity and respect. Suppliers must comply with laws governing human rights matters, including human trafficking and slavery laws and regulations in the course of providing services or manufactured goods or other products to Mewah Group.

4.1 Child Labour and Young Workers

Suppliers shall not use child labour. 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 Forced Labour and Bonded Labour

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.

4.3 Freedom of Association

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

4.4 Non-Discrimination

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

4.5 Fair Treatment

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

4.6 Wages, Benefits and Working Hours

- i. Suppliers shall pay workers according to applicable wage laws, including minimum wages, overtime hours and mandated benefits.
- ii. 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.

iii. Suppliers should provide appropriate rest periods, adequate days or time off from work and honour applicable laws and agreements regarding maximum working hours.

4.7 Health and Safety

Suppliers shall provide a safe and healthy working environment, including any Supplier-provided living quarters. Suppliers must comply with all applicable health and safety laws and regulations.

4.8 Workplace Facilities safety & Hygienic

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 ENVIRONMENT

Suppliers shall operate in an environmentally responsible manner to minimise adverse impacts on the environment. 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.

5.1 Environmental Authorisations

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.

5.2 Waste and Emissions

Suppliers shall have systems in place to ensure the safe handling, movement, storage, recycling, reuse or management of waste, air emissions and wastewater discharges. 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.

5.3 Spills and Releases

Suppliers shall have systems in place to prevent and mitigate accidental spills and releases to the environment.

5.4 Environmental Efficiency

Energy consumption and greenhouse gas emissions are to be tracked and documented, at the facility and/or corporate level. Suppliers are to look for cost effective methods to improve energy efficiency and to minimize their energy consumption and greenhouse gas emission.