

SUPPLIER CODE OF CONDUCT

PHB Group activities rely on sourcing from Suppliers around the world. We do work with our global supply chain to:

- Have safe working conditions
- Keep dignity and respect for workers
- Promote good and environmental practices

Our Supplier Code of Conduct and accompanying Standards detail our expectations to our Suppliers.

This Code is based on Local regulation, ILO core convention and internationally recognized occupational health, safety, and environmental standards.

PHB Group commit to source goods from Suppliers who value and work according to these provisions and only with Suppliers who have established policies to assess and manage risks.

Labor

- Business licenses are valid and up to date.
- Hiring meet or exceed legal requirements.
- Termination meets or exceeds legal requirements.
- Employee compensation and payroll meet or exceed legal requirements
- Employee benefits meet or exceed legal requirements
- Employee working hours meet legal requirements.
- No children are working at our Suppliers facilities.
- Abuse, harassment and other inappropriate behavior are prohibited.
- Discrimination is prohibited.
- Right to freedom of association and collective bargaining is respected.

Health & Safety

- Licenses, permits, certifications are complete and up to date, as required by law. They meet or exceed legal regulations.
- Designated and trained employees are responsible for emergency response, health and safety.
- Emergency and Safety precautions meet or exceed legal requirements.
- Suppliers provide first aid and medical care that meets legal requirements.
- Suppliers report, investigate and address employee and facility accidents in a manner that meets legal requirements.
- Protective equipment policies, training, provision and maintenance are conducted and used in a manner that meets legal requirements.
- Chemicals and hazardous materials management, policies, training, maintenance, storage and use meet or exceed legal requirements.
- Smoking is prohibited in designated areas.
- Safety equipment meets or exceeds legal requirements.
- Noise levels meet legal requirements.
- Suppliers maintain a work place that is ventilated in a manner that meets or exceeds legal requirements.
- Suppliers provide a clean work environment, potable water and restrooms in a way that meet or exceed legal requirements.
- Food preparation areas meet or exceed legal requirements.
- Building and construction permits are maintained and accurate.
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Environment

- Environmental policies, processes meet or exceed legal requirements.
- Suppliers shall reduce waste, environmental impacts and prevent pollution.

Transparency and Ethics

- Suppliers give access to facility in order to verify compliance.
- Fraud, bribery and the undue influencing of a PHB Group's employee or designated PHB Group's representative are prohibited.