



URANUS CHEMICALS CO., LTD

Supplier Social Responsibility & Code of Conduct

Revised Date: March 11th, 2024

To establish the social responsibilities, such as energy conservation, environment protection, labor safety and human rights, etc., and the sustainable business as the basis, Uranus Chemicals (hereinafter referred to as “the company”) anticipates the suppliers to strive for together for the big issues over the high moral standard, respect for human rights, environmental sustainability.

To implement the Supplier Social Responsibility, the company formulates “Supplier Social Responsibility & Code of Conduct” (hereinafter referred to as “the Code”) which is applicable to Coremax and the joint venture of its wholly owned subsidiary or all the companies that the branches provide commodity or services, and requesting the supplier and the vendor and employees of the related supply chain to observe the code. Suppliers will be establishing the supply chain with steady development.

1. Responsibility and Liability of Supplier

1.1 To fulfill the necessary behavior of corporate social responsibility, the Supplier shall fulfill his responsibility and request the internal enterprise and other upstream/downstream of the supply chain to fulfill the code. Supplier shall be cooperative with the company to implement the review and request the improvement and corrective measures.

1.2 Supplier shall have understanding of the raw material in use, to ensure the raw material comes from the permissible source that conforms to the law and act, including the countries or areas which limit the import/export in economic sanctions (refer to the United Nation Sanction Act).

2. Moral Standard

2.1 The company shall uphold the highest standards of integrity in all business dealings, operate with integrity, anti-corruption, anti-competition (Antitrust), and prohibit

conflicts of interest. To the internal employees and the external cooperative partners alike, the company always upholds the moral code of the highest standard, and it is forbidden for the Supplier to bribe and/or have the behavior of transferring unjust profits to any company unit and/or the employees or their relatives/friends in any form. Once the company has found out and verified true, then the company shall execute the rights suspension and law prosecution on the Supplier according to the related regulations and law/act. If the company suffers any damage due to this, including but not only restricted to the company's reputation, then the damage compensation will be claimed together.

2.2 All business transactions should be conducted transparently and accurately documented in the Participant's financial records and commercial documents. Information concerning the Participant's labor, health and safety practices, environmental activities, business operations, organizational structure, financial status, and performance should be disclosed in accordance with applicable regulations and prevailing industry practices. Falsification of records or misrepresentation of conditions or practices within the supply chain is not permissible.

3 Respect of Human Rights

3.1 Supplier shall implement an equal and free rights policy for all employees, and prohibit any employment, such as gender, religion, race, class, social status, party, nationality, belief, age, disability, marital status, gender orientation, etc. There must be no differential treatment in promotion, wages, or related work rights, and there must be no threats, harassment, corporal punishment, discrimination, mental or physical coercion, verbal violence and other misconduct and illegal circumstances in any form.

3.2 Suppliers should strictly abide by the ILO Conventions, the UN Convention on the Rights of the Child and the relevant laws and regulations of the supplier's location prohibiting the employment of child labor and requesting their upstream and downstream supply chains to comply.

3.3 Working hours shall not exceed the maximum set by local law.

3.4 Suppliers should respect workers' freedom of association and collective bargaining rights, allowing them to freely associate according to local laws,

participate or abstain from unions, seek representation, and engage in labor committees. Workers or their representatives should be able to openly communicate with management regarding working conditions and management practices without fear of discrimination, retaliation, intimidation, or harassment. In cases where the rights of association and collective bargaining are restricted by applicable laws and regulations, workers should be permitted to elect and join other lawful forms of worker representation.

4 Environmental sustainability

4.1 The Supplier agrees to abide by the environmental laws and regulations of the country in which it operates, and actively implements the corporate social responsibility of improving the plan to achieve environmental sustainability with the goal of environmental protection, energy conservation and carbon reduction (reduction of greenhouse gas and energy consumption).

4.2 Suppliers must strictly abide by all laws prohibiting or restricting the use of toxic substances, and implement statutory operations requiring the handling, transfer, storage, recycling and reuse of toxic substances. It also promises to reduce the impact on the environment based on relevant laws and regulations for pollution

including, but not limited to, waste water, waste gas, noise and various wastes, to achieve the mutual agreement of pollution prevention and control. Provide adequate training for workers involved in this work and announce relevant precautions in the workplace.

4.3 Actively promote safe and environmentally friendly production, transportation, use and recycling of products, improve the efficiency of material usage, do not waste resources, achieve energy saving and circular economy.

4.4 Maintain biodiversity, afforestation if capable and avoid deforestation, water and soil conservation, without destroying the living environment of local communities (minorities and indigenous peoples), and reducing adverse impacts on communities, the environment and natural resources.

5 Privacy and Intellectual Property Rights

5.1 Suppliers must use appropriate security measures to protect all of our company's information, electronic data, intellectual property or technology, and to ensure the security of the company and its suppliers' intellectual property. Suppliers can only obtain the company under the company's confidentiality agreement. Confidential information and must fulfill its obligations, do not disclose confidential information, do not use messages other than the agreement, protect the message from being misused or unauthorized disclosure, and the supplier may request the company to take confidential information provided by the supplier. The security measures are protected and the supplier may not use the company's trademarks, images or other materials that own the copyright, and may not use counterfeit goods unless expressly authorized.

6 Health and Safety Working Environment

6.1 Suppliers shall comply with the relevant laws on labor safety and health in their countries domestically and internationally and, and agree to the relevant regulations formulated by the company.

6.2 In addition to the provisions of the law, there should be equipped with the personnel with the related labor safety certificate, and the supplier shall provide sufficient

education and training for employees to ensure that employees have knowledge and skills related to labor safety and health.

7 Responsible Minerals Sourcing

- 7.1 Avoid the use of conflict minerals from DR Congo and its surrounding countries and regions. The company will continue to promote reliable mineral sources and expect suppliers to communicate to upstream suppliers.
- 7.2 The supplier shall perform due diligence on the mineral source and supervise the supply chain, and provide relevant supporting materials in a timely manner to ensure consistency with the requirements of the OECD "Due Diligence Guidelines for Responsible Supply Chains of Minerals", as well as in response to customer requests.