



GLOBETRONICS TECHNOLOGY BERHAD

Registration No. 199601037932 (410285-W)
(Incorporated in Malaysia)

SUPPLIER CODE OF CONDUCT

1. Purpose

Globetronics Technology Berhad and its subsidiaries (“GTB Group”) is committed to the high standards of ethical conduct, social and environmental responsibility. We are committed to responsible sourcing of goods and services and this Supplier Code of Conduct sets out our expectations of those who provide these goods and services to GTB Group.

This Code of Conduct defines the basic requirement placed on GTB Group’s suppliers of goods and services concerning their responsibilities towards their stakeholders and the environment.

2. Scope

This code of conduct applies to the supplier and their employees, contractors, agents and related entities, providing goods and/or services to GTB Group.

3. Ethics

(a) Business Integrity

Suppliers are expected not to practice or tolerate any form of corruption, extortion or embezzlement. Suppliers are not to offer or accept bribes, kickbacks, inappropriate gifts or hospitality, or other unlawful incentives to/from their business partners or to government officials. Suppliers are expected not to offer to GTB Group employees gifts or any other kind of personal benefit resulting from the relationships with the suppliers. Suppliers are to comply with GTB Group's Anti-Corruption and Bribery Policy and to understand GTB Group's Whistleblowing Policy and Procedure.

(b) Privacy & Intellectual Property

Suppliers are to safeguard and make only appropriate use of confidential information and ensure that all employees' and business partners' privacy and valid intellectual property rights are protected.

4. Labor and Human Rights

(a) Suppliers are to respect the basic human rights of employees as follows:

- to promote equal opportunities for and treatment of its employees irrespective of skin color, race, nationality, social background, disabilities, sexual orientation, political or religious conviction, sex or age;
- to respect the personal dignity, privacy and rights of each individual;
- to refuse to employ or make anyone work against his will;
- to refuse to tolerate any unacceptable treatment of employees, such as mental cruelty, sexual harassment or discrimination;
- to prohibit behavior including gestures, language and physical contact, that is sexual, coercive, threatening, abusive or exploitative;
- to provide fair remuneration and to guarantee the applicable national statutory minimum wage;
- to comply with the maximum number of working hours laid down in the applicable laws;
- to recognize, as far as legally possible, the right of free association of employees and to neither favor nor discriminate against members of employee organizations or trade unions.

(b) Prohibition of child labor

Suppliers are to avoid any sort of child labor in their business operations by not employing workers under the age of 15 or, in those countries subject to the developing country exception of the ILO Convention 138, not to employ workers under the age of 14.

(c) Health and safety of employeesH

Suppliers to provide a safe and healthy working environment for its employees as follows:

- to take responsibility for the health and safety of its employees;
- to control hazards and take the best reasonably possible precautionary measures against accidents and occupational diseases;
- to provide training and ensure that employees are educated in health and safety issues;
- to set up or use a reasonable occupational health and safety management system.

5. Environmental protection

Suppliers to operate in an environmentally responsible and efficient manner. Suppliers are:

- to act in accordance with the applicable statutory and international standards regarding environmental protection;
- to minimize environmental pollution and make continuous improvements in environmental protection;
- to set up or use a reasonable environmental management system.

6. Supply chain

Suppliers are:

- to use reasonable efforts to promote similar level of compliance of code of conduct among its suppliers;
- to comply with the principles of non discrimination with regard to supplier selection and treatment.

7. Compliance

GTB Group expect suppliers to ensure their operations comply with all applicable laws and regulations at a minimum. Furthermore, we expect all suppliers to adhere and share the principles which are expressed in this Supplier Code of Conduct.