This Supplier Code of Conduct sets forth the expectations and requirements of Grandblp lie qu



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Sup must not engage in lence, including b limited to

ent, or any

form of physical or psychological coercion.

Suppliers must not conduct illegal or inappropriate searches, including opposite-sex searches or threats thereof.

Suppliers must not participate in or support human trafficking in any form.

Workplaces must be free from discrimination based on race, age, gender, class, political position, religion, marital status, sexual orientation, disability, pregnancy, or any other factors unrelated to job performance.

(2) Voluntary Employment:

Suppliers must ensure that employment is freely chosen.

The use of forced, bonded, indentured, or prison labor is strictly prohibited.

Suppliers must not restrict employees' freedom of movement or require the surrender of personal legal documents (e.g.2nts l

Wage transparency must be ensured in issuing clear, accurate, and understandable pay statements.

(5) Freedom of Association and Collective Bargaining:

Suppliers must respect employees' legal rights to freely associate, join industry organizations and trade unions, and engage

(3) Working Hours and Rest Periods:

Suppliers must comply with all applicable laws and regulations regarding working hours, rest periods, and overtime.

All overtime work must be strictly voluntary and fairly compensated.

(4) Incident Management and Reporting:

Suppliers must implement procedures and systems to prevent and manage work-related injuries and illnesses.

All work-related incidents must be accurately recorded, tracked, and reported.

Corrective actions must be implemented promptly, and support must be provided to ensure the timely recovery of affected employees.

Article 4 – Business Ethics

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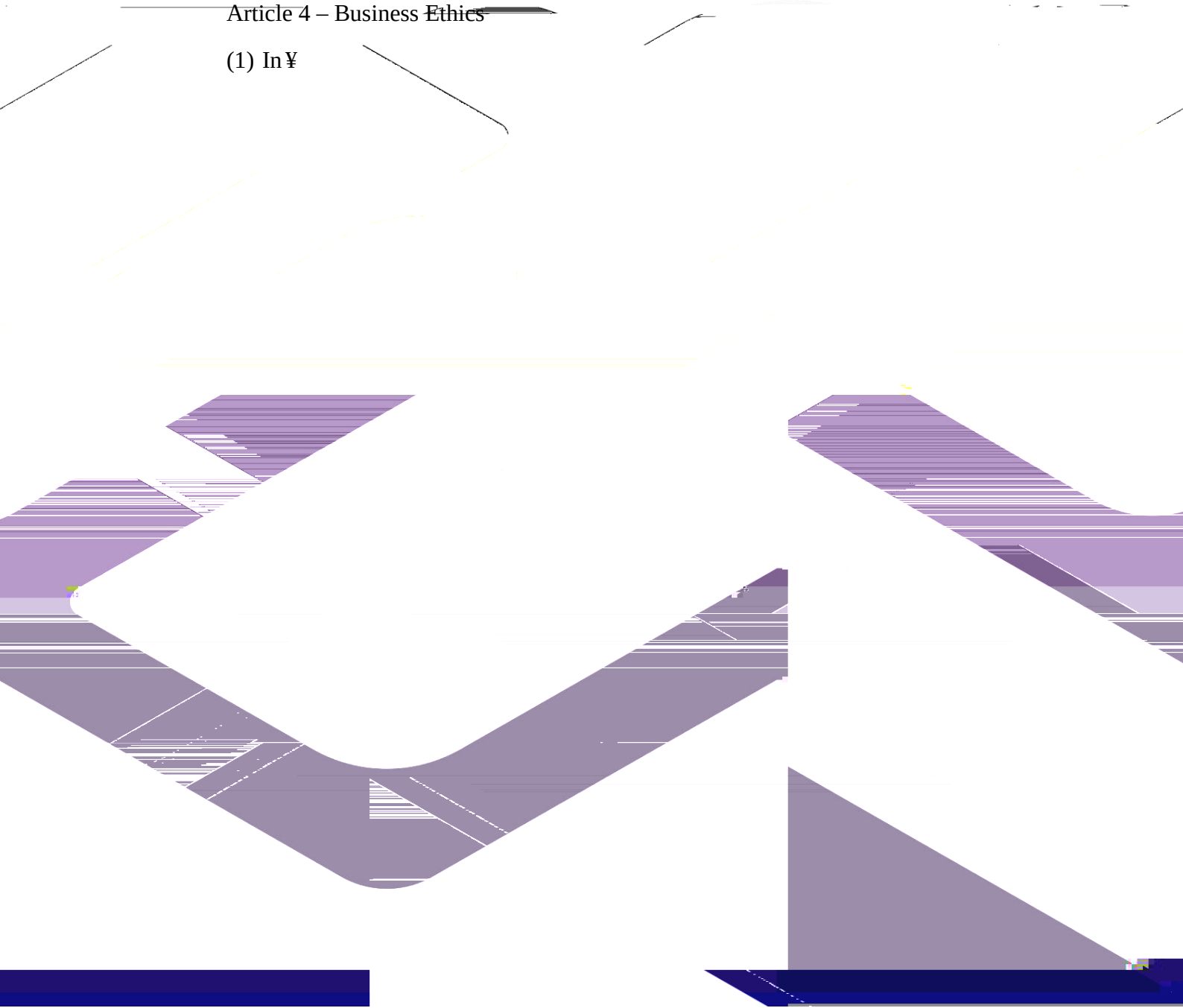

Strict confidentiality must be maintained when handling client information, particularly during the transfer of technologies, processes, or proprietary knowledge.

(4) Fair Competition:

Suppliers must adhere to all applicable national and regional antitrust and fair competition laws and regulations.

Unethical practices such as price-fixing, market allocation, collusion, or bid rigging are strictly prohibited.

Business opportunities must be pursued through legitimate and transparent channels.

(5) Anti-Money Laundering Compliance:

Suppliers must comply with all applicable national and regional anti-money laundering laws, regulations, and international conventions.

This includes conducting proper customer identity verification, maintaining accurate records of customer data and transactions, and promptly reporting large or suspicious transactions to the appropriate authorities.

Article 5 – Environmental Protection

(1) Regulatory Compliance:

Suppliers must obtain, maintain, and update all required environmental permits, licenses, and registrations.

All operational and reporting obligations associated with these approvals must be fulfilled in full compliance with applicable laws and regulations.

(2) Sustainable Operations:

Suppliers shall uphold environmental principles across their operations.

This includes strict adherence to all relevant environmental laws and regulations aimed at conserving natural resources, promoting

ecyclin ecula es ce minimiz pollu a the
s preventing ontamination, and

Suppliers are encouraged to pursue green product certifications to strengthen market competitiveness and support environmental objectives.

Article 6 – Interpretation and Effective Date: This Code is interpreted and administered by Grandblue Environment Co., Ltd. and shall take effect on the date of its official issuance.

In the event of any discrepancy in meaning or interpretation between the English and Chinese versions of this document, the Chinese version shall prevail.

This Policy was revised on August 31, 2026.