

SUPPLIER CODE OF CONDUCT

Asia Energy Company is committed to a sustainable future. That is our ambition and our responsibility. Through our technologies, products, ideas, and innovation, we are working to make the best possible contribution to a viable future with enhanced quality of life. We are strictly committed to high standards of legal compliance and business ethics. Our Code of Conduct defines the boundaries within which we as Asia Energy Company employees must act to comply with laws and internal policies. Ensuring the principles of sustainable development in our supply chain is important to us. We want to collaborate with our suppliers / partners to further develop their sustainability performance in our supply chain. We expect our suppliers / partners to fully comply with all applicable laws and to adhere to internationally recognized human rights as well as environmental, social, and corporate governance standards (“ESG Standards”) as in particular laid down in international conventions. We also expect our suppliers / partners to implement these standards with their suppliers / partners and subcontractors. In particular, we expect you as our supplier to support, embrace, and enact the following ESG Standards, which are based on the principles of the [United Nations Global Compact initiative](#), the [United Nations Guiding Principles on Business and Human Rights](#), the [International Labour Organization, Declaration on Fundamental Principles and Rights at Work](#).

Environment

- You comply with all applicable environmental, occupational health, and safety regulations, and international conventions on environmental standards. You are encouraged to observe best environmental practices in the relevant industry.
- You promote the safe and environmentally sound development, manufacturing, transport, use, and disposal of your products (especially proper handling of toxic and hazardous waste).
- You ensure by using appropriate management systems that product quality and safety meet the applicable requirements.
- You protect your employees’ and neighbors’ life and health, as well as the general public at large against hazards inherent in your processes and products.
- You use resources efficiently, apply energy-efficient, and environmentally friendly technologies and reduce waste, as well as emissions to air, water, and soil.
- You minimize your negative impact on biodiversity, climate change, and water scarcity to protect the livelihood of people.
- You prohibit unlawful eviction and unlawful taking of land, forests, and waters.
- The Supplier / Partner must ensure compliance with local environmental laws including but not limited to those pertaining to waste disposal.

Social

- You ensure that you protect internationally proclaimed human rights in your operations and for your employees, and do not directly or indirectly use forced labor (including, but not limited to, modern slavery and human trafficking) and child labor of any kind, or inputs produced using such labor.
- You uphold the freedom of association and the right to collective bargaining in accordance with applicable laws.
- You treat your employees with respect, promote an inclusive work environment, and prohibit discrimination, unequal treatment, harassment, abuse, or inhumane treatment against anyone, for example on the grounds of an individual’s ethnic descent or national origin, race or color, religion or ideology, gender, sexual orientation, gender identity and/or expression, age, physical or mental disability, political or union affiliation, citizenship, maternity, marital status, or any other characteristic protected by applicable law. You support these aspects also in the selection of your suppliers and subcontractors.

- You enable your employees and other stakeholders to report concerns or potentially unlawful practices at the workplace.
- You comply with minimum wages and working hours in accordance with local laws and ensure compensation of a living wage according to local living conditions.
- You ensure that all security forces for the protection of the enterprise's project comply with applicable laws.
- You ensure that you do not supply products that contain conflict minerals which directly or indirectly finance or benefit armed groups and cause human rights abuses.

Governance

- You abide by all applicable national and international trade laws and regulations including but not limited to antitrust, trade controls, and sanctioned regimes.
- You consider business integrity as the basis of business relationships.
- You prohibit all types of bribery, corruption, and money laundering.
- You are responsible for disclosing/declaring any conflict of interest to the best of your knowledge and belief – you will declare if there are any owners, officers, partners, or employees of your company and subsidiaries who is/are related to any employee(s) and or contractor(s) in any AECO group subsidiaries and business units. *Related is defined as family members such as spouses, children, parents, siblings, nieces, nephews, cousins, and in-laws.*
- You forbid gifts to private persons or public officials that aim to influence business decisions or otherwise encourage them to act contrary to their obligations.
- You respect the privacy and confidential information of all your employees and business partners as well as protect data and intellectual property from misuse.
- You implement an appropriate Compliance Management System, which facilitates compliance with applicable laws, regulations, and standards.
- You establish training measures to allow your managers and employees to gain an appropriate level of knowledge and understanding of the content of this Supplier / Partner Code of Conduct, the applicable laws and regulations and recognized standards.

You may acknowledge the principles stated above or demonstrate your commitment via compliance with your own code of conduct or company policies that embrace these standards. Asia Energy Company reserves the right to conduct audits or assessments to ensure your compliance and will take appropriate steps regarding our relationship with you if there is a reason for concern. Asia Energy Company reserves the right to discontinue any relationship for non-adherence to international principles, failure to correct violations, or displaying patterns of noncompliance with these standards. Further contractual obligations remain unaffected by this Supplier / Partner Code of Conduct and take precedence over the provisions herein. This applies in particular to contractual provisions under which you are obligated to comply with certain ESG Standards and/or requirements under supply chain legislation.

As part of our supply chain – we count on your commitment!