

Supplier Code of Conduct

We are aware of the responsibility we bear toward our customers, employees and the wider community in which we live and work. One of our core principles is to operate our business lawfully and ethically this includes working with suppliers who are in harmony with the same values. We expect our suppliers to work in accordance with applicable laws, respecting individual human rights and mindful of environmental and safety impacts of products and services. To ensure our suppliers respect the same ethical principles we have drawn up a Supplier Code of Conduct which sets out the standards expected of any supplier doing business with us.

This Code is applicable to all suppliers providing goods or services to us. Longulf's suppliers are also expected to champion the principles of this Code in their own supply chain

Laws and Ethical Standards

We expect our suppliers to comply with all laws, rules and regulations applicable to its own business and to maintain policies and procedures to ensure they comply. Ethical conduct, honesty and Integrity of the highest standard are expected in all business dealings.

The main policies

- **Child / Forced Labour** -Suppliers will never use or engage in child, forced labour or human trafficking. They must comply with local laws regarding minimum age of employees and other applicable child labour laws.
- **Subcontractors**- Suppliers shall ensure they have procedures in place to ensure the subcontractors they engage comply with all applicable laws, employment rights, human rights and ethical business practices
- **Compensation / Working Hours** - Suppliers shall comply with all national laws and regulations regarding working hours and wages.
- **Discrimination** - Suppliers must not discriminate because of race, colour, sex, gender identity, creed, religion, age, disability, sexual orientation or any other protected class under applicable law.
- **Health & Safety** - Suppliers will implement the standards of occupational health and safety to a high level. They must comply with all applicable occupational health and safety laws and regulations. They must ensure they have the right measures and appropriate health and safety training to prevent accidents and injury at work and provide a work environment that is safe and favourable to the good health of its employees.
- **Services/ Gifts** - Suppliers will comply with international anti-bribery standards as stated in the United Nations' Global Compact and local anti-corruption and bribery laws including The Bribery Act 2010. The supplier may not offer services, gifts or benefits to influence the employee's conduct in representing Longulf. The supplier should take appropriate steps to ensure that their own suppliers are also compliant.
- **Environment** – Suppliers should be compliant with local environmental laws and regulations especially those relating to waste disposal, pollution and air emissions. Suppliers are expected to reduce the environmental impact of their manufacturing process and products and employ best practices for sustainability and the environment.
- **Facilitation of Tax**- Suppliers must comply with all their obligations in relation to taxes due within their territories. Suppliers must not participate in tax evasion or facilitate evasion by others.

Compliance

Longulf encourages its suppliers to implement their own obligation policies for ethical behaviour. And we reserve the right, upon reasonable notice, to check compliance with the requirements of the Supplier Code of Conduct.

Any breach of the obligations stipulated in this Supplier Code of Conduct is considered a material breach of contract by the supplier and may lead to us suspending, voiding or terminating a supplier's contract.