



# Supplier Code of Conduct

Inari is strongly committed to embedding sustainability in our day to day business operations. We expect similar principle conduct from all stakeholders with whom Inari has commercial dealings. Further, Inari strives to continuously improve the economic, environment and social (“EES”) as well as governance sustainability of our operations and required our suppliers to participate in this effort by adopting sustainable practice in their operations. We also expect our suppliers to use their best efforts to implement these standards with their suppliers and subcontractors.

Our resolution to practice ethical partnership is stipulated in our policies include Supplier Code of Conduct, Code of Business Conduct and Ethics, Anti-Corruption and Bribery Policy, Whistleblowing Policy and Procedures, and other policies that are made available on our company website from time to time.

In particular, the EES and governance standards are outlined below, which is make reference to the Responsible Business Alliance Code of Conduct, GRI Sustainability Reporting Standards, United Nations Global Compact Initiative, United Declaration of Human Rights, and International Labour Organisation Conventions.

## Environment

- Comply with all local and international regulations on environmental, health and safety matters.
- Use resources efficiently, apply energy and water-efficient environmentally technologies and reduce waste as well as gas emissions.
- Adopt appropriate management systems to ensure product quality and safety meet the applicable requirements.
- Minimise the negative impact on biodiversity, climate change and water scarcity.
- Identify the potential safety and health issues and minimise their impact by implementing occupational safety and health procedures, including emergency reporting, employee notification and evacuation procedures, employees training and drills, appropriate fire detection and suppression equipment, adequate exit facilities and recovery plans.

## Social

- Respect the personal dignity, privacy and rights of each individual.
- Support the protection of human rights and prohibit any forced labour and child labour.
- Uphold the freedom of association and the right to collective bargaining.
- Provide the employee a workplace with no harassment, no harsh and inhumane treatment and no discrimination.
- Ensure the employees are fairly compensated and that, at a minimum, comply with local laws on minimum wages and working hours.
- Enable all of the stakeholders to report concerns or potentially unlawful practices at the workplace via our whistleblowing channel.

## Governance

- Abide by all applicable local and international trade laws and regulations.
- Consider business integrity as the basis of business relationships.



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### Governance (continued)

- Prohibit all types of bribery, corruption and money laundering.
- Endeavor to deal fairly and should not take unfair advantage of anyone through the manipulation, concealment, abuse of privileged information, misrepresentation of a material fact or any other unfair business practices.
- Declare any potential or actual conflicts of interest to Inari.
- Respect the privacy and confidential information of all the employees and business partners as well as protect data and intellectual property from misuse.

Inari reserves the right to terminate its trading agreement if the supplier is unable to demonstrate his commitment to this policy. Therefore, suppliers shall maintain appropriate documentation to demonstrate adherence to this code of conduct and to provide Inari such documentation upon requests. Suppliers also required to conduct periodic self-evaluations and implement any action plan to rectify any negative environmental and social impacts.