



Supplier

Code of Conduct

Supplier Code of Conduct

The Code applies globally and to anyone who does business with us. Supplier and MIDAS Safety are mutually committed to ending child and forced labor. We firmly pledge to respect this Code of Conduct and to take proactive actions to promote good social and environmental practices throughout the supply chain.

PURPOSE:

Supplier and Buyer are committed to fulfill social and environmental responsibilities, legal and regulatory compliances as well as ethical conduct. This Code establishes the norms that our suppliers must follow. The Code's provisions are based on internationally recognized principles such as the United Nations Global Compact, and the International Labor Organization's Declaration on Fundamental Rights and Principles at Work.

SCOPE:

All workers and employees of suppliers are covered by the Code (including permanent, temporary, contract agency and migrant workers). All workers delivering services at a supplier site, such as those employed by an employment agency or a service provider, are included in this category. Subcontractors and third-party labor agencies are also covered. Our direct Suppliers are expected to support our commitment to complete compliance with this Code by developing and implementing a similar policy and risk-based due diligence procedure across their own supply chains.

To fulfill MIDAS Safety's social responsibilities, we expect our suppliers to follow strict ethical standard. Suppliers are required to sign off this code because they are epicenter of our long-term partnership. This is the only way we will be able to preserve our credibility and earn the trust of all our stakeholders.

A. Business Ethics:

1. Compliance with Law:

Suppliers must comply with all relevant statutory and regulatory requirements in the nations and jurisdictions where they do business. They must also follow all other relevant international rules and regulations, such as those governing international trade, sanctions, export restrictions, antitrust/competition, and data protection. When local law and this Code both refer to the same subject, the Supplier must comply with the obligation that provides the best protection.

2. Bribery / Corruption:

Suppliers shall abide by any relevant anti-corruption legislation, as well as any other local or otherwise applicable regulations, such as those governing bribery of government official and funding political parties to influence future laws.

Suppliers are urged to implement a written and official anti-corruption policy as a statement of their basic principles of integrity and accountability, as well as to successfully combat corruption. The policy should restrict gifts, money or favors that can influence organizational decision making.

3. Conflicts of Interest:

Inappropriate favors or gifts that go beyond the limits of corporate hospitality, compromise integrity or independence, or give the perception of doing so, may not be accepted, or provided.

Suppliers are urged to combat bribery and corruption by prohibiting any type of passive or active bribery, as well as offering or receiving any other benefit designed to obtain a competitive advantage.

4. Intellectual Property:

Suppliers shall safeguard our sensitive information, including personal information, and will take all reasonable steps to avoid its abuse, theft, fraud, or inappropriate disclosure, as well as comply with all relevant data privacy regulations. Suppliers shall treat sensitive or private information with extreme caution while handling, sharing, or communicating it to us, its employees, customers, the business community, or the public.

5. Traceability, Materials, and Facility Disclosure:

For all deliveries, suppliers must be able to reveal the place of origin for the primary materials. We retain the right to request a complete supply chain map from suppliers to support risk assessment and compliance monitoring in the upstream supply chain. Suppliers must be open and honest about all known facilities used to create products or services for us, and they must disclose this information upon request. Suppliers are required to supply us with information on the presence of substances in any materials provided to us that are banned by, or need disclosure to, government organizations, customers, and/or recyclers, upon our request.

6. Fair Competition:

Suppliers shall abide by all relevant antitrust and fair competition laws. They must not enter into commercial agreements that distort, destroy, or inhibit competition, or that provide them unfair competitive advantages.

Suppliers are not permitted to communicate with rivals about price, costs, or terms of sale. Neither to unfairly limit trade or to exclude rivals from the marketplace, nor to form market or customer allocation agreements with competitors, nor to boycott consumers or competitors.

Suppliers are urged to do business with honesty and openness, and to make every effort to ensure that their own suppliers follow the code of conduct.

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7. Responsible Marketing:

We are dedicated to ethical marketing techniques. All our efforts are focused on persuading customers and prospects to do the right thing in terms of waste management sustainability.

Suppliers are urged to engage in ethical marketing practices. All promotional materials, reports, and communications must be factual, non-misleading, and adhere to all legal and regulatory requirements. Suppliers shall not participate in unlawful or unfair practices such as fraudulent or misleading advertising or making disparaging remarks about rivals' products.

8. Fair Trade Practices:

Suppliers are prohibited from engaging in collusive bidding, price fixing, price discrimination, or other antitrust violations.

B. Human Rights & Labor

We support the United Nations Declaration of Human Rights; thus, we follow these values and expect our suppliers to respect and treat their employees properly, in compliance with all relevant laws.

1. Equal Opportunity:

Everyone deserves equal opportunity, regardless of gender, ethnicity, color, age, religion, handicap, socioeconomic origin, or political stance.

2. Freely Chosen Employment:

- Forced, coercive, bound (including financial bondage), involuntary or exploitative jail, slavery, trafficked or indentured labor, and other types of involuntary labor are all forbidden.
- Work-agreements must follow local laws and regulations, notify workers of their legal rights and employment circumstances in a language they understand, and be signed before work begins.
- Employers and agents may not keep or refuse employees access to their identification or immigration papers unless the law requires them to do so.
- Workers are not required to pay any recruiting fees or other costs associated with their job.

3. Child Labor:

Among our supply chain network, MIDAS Safety does not permit child labor. Suppliers shall abide by all relevant child labor laws and conduct business in accordance with the ILO's (International Labor Organization) fundamental labor standards as well as the principles of the United Nations Global Compact.

4. Human Trafficking:

Human trafficking is not tolerated at MIDAS Safety.

5. Forced Labor:

Human rights are violated when people are compelled to work. Suppliers will not utilize, contribute to, or be associated with forced, coerced, bonded, or slave labor.

6. Freedom of Association and Collective Bargaining:

Workers' legal rights to freedom of association and collective bargaining must be respected by suppliers. Suppliers must respect all workers' rights to create and join trade unions of their choice, to negotiate collectively, and to engage in peaceful assembly, as well as their right to refrain from doing so. Suppliers must allow workers to engage in such activities without fear of discrimination, intimidation, or retaliation. Where, unions are not permitted under law, supplier must establish appropriate mechanisms to record the voice of employees and take actions.

7. Wages and Benefits:

Suppliers must guarantee that workers get salaries and benefits that are at least in line with national legal requirements.

- We urge our suppliers to go above the legal minimum wage requirements, ensuring that pay is enough to cover necessities as well as give discretionary income.
- All overtime labor must be compensated at the legally prescribed overtime rate, or a premium salary in the absence of this.
- Disciplinary pay deductions are banned; equal labor must be compensated with equal compensation.
- Workers must receive a timely and intelligible wage statement for each pay period that provides adequate information to establish appropriate remuneration for work completed.
- Workers should be charged reasonable pricing for job clothes, protective equipment, food, toiletries, and other required products, as well as transportation, if relevant. The total cost of living and transportation expenditures must not exceed the amount paid for the duration/term length of employment (for example, to avoid debt bondage).

8. Working Hours:

Working hours, including regular and overtime, must adhere to the law. Regular working hours must not exceed the legal limit or 48 hours per week, whichever comes first. Workers must be given one day off every seven days, unless otherwise required by law. In emergency situations, this may be altered.

09. Discrimination:

Suppliers must agree to a nondiscriminatory workforce.

- All employment actions (hiring, firing, salary, promotion, and discipline) must be made solely based on the employee's skill and desire to accomplish the work.
- Discrimination based on race, color, sex, national or social origin, religion, age, disability, sexual

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orientation, gender identity, marital status, political affiliation, pregnancy status, or prior or present union affiliation is prohibited.

- Supplier shall provide a work environment free of harassment, abuse, or corporal punishment in any form.
- Supplier will not request pregnancy or medical testing unless needed by law or deemed necessary for workplace safety and will not discriminate inappropriately based on test results.

C. Health & Safety:

Suppliers shall guarantee to preserve the health and safety of all employees, and safe working conditions

- Adequate measures must be taken to prevent accidents and health injuries.
- Workers must be trained in health and safety.
- Workers should be given with suitable, well-maintained personal protective equipment.
- Suppliers must respect workers' rights to refuse dangerous jobs and report unsafe working conditions.
- Potential emergency circumstances and occurrences (such as fires, earthquakes, and chemical exposures) must be detected, analyzed, and actions should be taken to mitigate.
- Emergency exits in buildings must always be open and unobstructed.
- Workers must have constant access to potable drinking water and clean bathroom facilities at work.
- Accommodation, where it is given, housing is clean, safe, and inexpensive, satisfies employees' fundamental requirements, and complies with local regulations.

D. Environment:

Our commitment to sustainability encompasses resource efficiency and environmental stewardship. Supplier shall commit to the following:

1. Environmental Impact Management:

Suppliers shall assess and reduce the environmental impact of their facilities and activities, including air emissions and greenhouse gas emissions, effluent, and waste.

- Suppliers should have strong environmental policies and procedures, in place to reduce environmental risks, and should be able to see that it is being followed at all levels.

- Suppliers should have procedures in place to guarantee that their business practices adhere to all relevant environmental laws. All necessary environmental licenses, permissions, and registrations must be acquired, kept up to date, and comply with their terms and conditions.
- Environmental performance needs to be measured and evaluated on yearly basis.
- Suppliers Should take appropriate measures to reduce the consumption of energy, water, and raw materials. These would need to come from sustainable or renewable sources whenever possible.
- It is necessary to monitor, regulate, and reduce air emissions that could lead to pollution or contribute to climate change.
- Suppliers must take reasonable steps to reduce or eliminate waste production, and they should recycle and reuse garbage whenever possible. All waste must be handled, stored, moved, treated, and disposed of in a way that is both compliant with applicable laws and considerate of the environment.
- Suppliers should evaluate the environmental records and performance of the vendors in their own supply chain and demand that they adhere to a set of minimal requirements.

2. Hazardous Materials and Product Safety:

Hazardous materials, chemicals, and substances must be identified and used less often by suppliers. Suppliers will also guarantee that they are handled, stored, and disposed of safely. All personnel who are affected by the safety measures must be aware of them and have received training in them. Supplier must not use any banned / restricted chemical in its product. Supplier should adhere to REACH, California Proposition 65, and EU RoHS legislation.

E. Adherence to Code:

Midas Safety reserves the rights to conduct Supplier audit at any time. This Code is designed to promote integrity and adherence to applicable laws and regulations. MIDAS Safety may take actions in case of serious violations of the Code, such as the supplier engaging in or benefiting from the use of child labor, corruption, bribery, serious violations of internationally recognized labor rights, and/or significant environmental damage.

Supplier Name:

Address:

Contact Person:

Designation:

E-mail:

Phone No.:

Signature:

Date: