



## SUPPLIER CODE OF CONDUCT POLICY (SCoC)

At MARITECH®, we are committed to conducting business responsibly, ethically, and in compliance with applicable laws and international standards. Our Supplier Code of Conduct (SCoC) outlines the principles and expectations we hold for our suppliers, contractors, and business partners. These principles align with our Code of Conduct and reflect our zero-tolerance stance on corruption, child labor, modern slavery, and environmental harm.

All suppliers are expected to implement these principles within their operations and supply chains. This Code complements, but does not override, applicable local or international laws.

### Legal & Regulatory Compliance

Suppliers shall comply with all applicable local, national, and international laws, including but not limited to trade sanctions, anti-bribery laws, and labor regulations. Where this Code and applicable law differ, suppliers are expected to comply with the stricter requirement.

### Human Rights & Social Responsibility

Maritech expects suppliers to uphold internationally recognized human rights as defined by the Universal Declaration of Human Rights and the ILO Core Conventions. This includes:

- **Child Labor:** Zero tolerance for child labor. Immediate corrective actions must be taken if identified.
- **Forced Labor:** No use of forced, bonded, or involuntary labor.
- **Non-Discrimination:** Equal treatment regardless of race, gender, sexual orientation, religion, or background.
- **Freedom of Association:** Respect for workers' rights to join associations and engage in collective bargaining.
- **Wages & Working Hours:** Fair wages in line with legal minimums or industry benchmarks, and reasonable working hours with adequate rest.
- **Health & Safety:** A safe and healthy working environment, with access to training, protective equipment, and emergency procedures.

### Environmental Responsibility

Suppliers are expected to:

- Comply with all applicable environmental laws and regulations
- Reduce waste, emissions, and energy consumption
- Avoid hazardous materials where possible
- Support circular economy principles and promote eco-friendly innovations
- Implement or work toward an Environmental Management System (e.g., ISO 14001)

## Ethical Business Conduct

Suppliers must uphold the highest standards of ethics and integrity:

- **Anti-Corruption:** No tolerance for bribery, kickbacks, or any form of corruption
- **Fair Competition:** Adherence to antitrust and competition laws
- **Political Contributions & Sponsorships:** Only if legal and transparent
- **Money Laundering:** Robust controls to detect and prevent laundering activities
- **Conflicts of Interest:** Avoid and disclose any potential conflicts in dealings with Maritech

## Data Privacy & Security

Suppliers must handle data responsibly, protect confidential information, and comply with relevant data protection laws and contractual obligations.

## Monitoring, Audit & Continuous Improvement

- Suppliers must provide information upon request to demonstrate compliance with this Code.
- Maritech reserves the right to conduct audits, assessments, and on-site inspections.
- Non-compliance may lead to corrective action plans, contract suspension, or termination.

## Communication & Implementation

Suppliers are encouraged to:

- Communicate this Code to their employees and subcontractors
- Promote a culture of ethics, sustainability, and compliance throughout their operations
- Report any violations or concerns regarding this Code promptly

## Governance & Review

This Code:

- Is approved by the Company's Sustainability Committee
- Is reviewed every two years or earlier if necessary by the Corporate Governance and Sustainable Development Division in cooperation with the Procurement Division
- Applies to all suppliers, subcontractors, and business partners of Maritech Group
- Is publicly available and shared with all relevant stakeholders

For questions or to report a concern, please contact: **[compliance@maritechgroup.com](mailto:compliance@maritechgroup.com)**

## MARITECH GROUP HOLDING LTD

Chen YiJie, Executive BoD member