

Kuori Supplier Code of Conduct

Introduction

At Kuori, we are committed to maintaining the highest standards of ethics, integrity, and sustainability in every aspect of our operations. Our Supplier Code of Conduct outlines the principles and expectations that we uphold for all suppliers, ensuring that they conduct business in an ethical, socially responsible, and environmentally sustainable manner.

Scope and Applicability

This Code of Conduct applies to all suppliers, subcontractors, agents, consultants, and affiliates providing goods or services. We expect our suppliers to adhere to these principles in this Code of Conduct and ensure that the same standards are implemented across their supply chain partners. Suppliers must commit to the responsible business principles outlined in this Code of Conduct and undergo assessments to ensure compliance, address any gaps through improvement plans and maintain transparency throughout the process.

Safe and Inclusive Work Environment

We believe that a safe, healthy, and inclusive working environment is essential for the well-being of employees. Suppliers are required to adhere to the following principles to ensure worker safety and promote diversity:

- Implement health and safety practices in accordance with applicable laws and industry best practices to prevent accidents and injuries.
- Provide a workplace free from discrimination, harassment, and any form of abuse, ensuring all workers are treated with respect and dignity.
- Ensure that all workers, regardless of gender, age, ethnicity, or background, have equal access to opportunities for training, development, and advancement.
- Foster an inclusive culture that encourages diversity and equal opportunities for all employees.
- We expect our suppliers to establish a grievance mechanism that allows workers to raise concerns anonymously and without the fear of retaliation.

Human Rights and Labor Standards

We expect our suppliers to respect and uphold human rights by adhering to the following principles:

- Suppliers are strictly prohibited from using child labor in any form and must comply with all applicable laws regarding the employment of minors.
- Prohibit forced or bonded labor in any form, ensuring that all workers are free to choose employment and are not coerced into working.
- Provide fair wages and benefits that comply with local wage laws and regulations, ensuring that workers can meet basic living standards.
- Ensure reasonable working hours, respecting workers' right to time off, including rest periods, holidays, and vacations.
- Suppliers must uphold the right of workers to freely join, form, or associate with labor unions and engage in collective bargaining without facing discrimination or retaliation.

Ethics and Transparency

Suppliers must adhere to the following ethical principles:

- Conduct all business operations with honesty, integrity, and transparency, ensuring fair treatment and avoiding any form of corruption, bribery, or unethical conduct.
- Implement effective measures to prevent money laundering to ensure compliance with all applicable anti-money laundering laws and regulations, and report any suspicious financial activities in accordance with legal requirements.
- Respect intellectual property rights, confidentiality agreements, and proprietary information.
- Ensure that all business dealings are based on fair competition and in compliance with anti-trust and anti-corruption laws.
- Suppliers must adhere to data-ethics principles by ensuring the responsible collection, use, and protection of personal and sensitive data, complying with all relevant data privacy and security laws, and respecting individuals' rights to privacy and confidentiality.

Prohibited Sources of Materials

Suppliers must ensure that all components, raw materials, and products supplied to Kuori are not sourced from any country, entity, or region that is subject to international trade sanctions, embargoes, or is otherwise designated as a banned origin by applicable laws, regulations, or Kuori policies. Suppliers are responsible for conducting due diligence on their own supply chains to ensure compliance with this requirement and must provide documentation upon request.

Sustainability and Environmental Responsibility

We recognise the critical importance of protecting the environment for future generations. As a supplier, you are expected to embrace sustainability by adopting eco-friendly practices and reducing your environmental footprint. Specifically, we expect you to:

- Comply with all applicable environmental laws and regulations related to the manufacturing, disposal, and transportation of goods.
- Monitor the environmental impacts and carbon footprint of the supplier's products and operations
- Set targets for reducing carbon emissions, water consumption, and waste generation, and regularly report on progress toward these goals.
- Prioritise energy efficiency in production processes and reduce the use of non-renewable resources.
- Ensure the safe handling, storage, and disposal of hazardous substances, comply with all applicable regulations regarding their use, and take proactive measures to minimise environmental and health risks associated with these materials.

Commitment to Continuous Improvement

We believe in fostering long-term, mutually beneficial relationships with our suppliers. As such, we encourage continuous improvement and open dialogue. Suppliers are expected to:

- Implement a continuous improvement process to enhance product quality, workplace safety, and environmental impact.
- Participate in periodic assessments and audits to evaluate performance against the principles set forth in this Code of Conduct.

Supply Chain Transparency and Accountability

Suppliers must maintain a transparent supply chain and be accountable for the sourcing and production of their products. This includes:

- Ensuring that all sub-suppliers comply with this Supplier Code of Conduct.
- Providing regular audits or assessments to verify compliance with the standards outlined in this code.
- Informing Kuori ([Reporting Channel](#)) and taking corrective actions when any non-compliance or violations are identified, ensuring that all suppliers and subcontractors meet Kuori's ethical and environmental standards.

Acknowledgment

By continuing to supply goods and services to Kuori, you confirm that you have read, understood, and agreed to the terms of this Supplier Code of Conduct. It is your responsibility to ensure that all employees, subcontractors, and sub-suppliers are aware of and comply with these principles.

This Supplier Code of Conduct serves as a framework for the relationship between Kuori and its suppliers. It aligns with industry best practices and upholds the values of integrity, sustainability, and social responsibility.