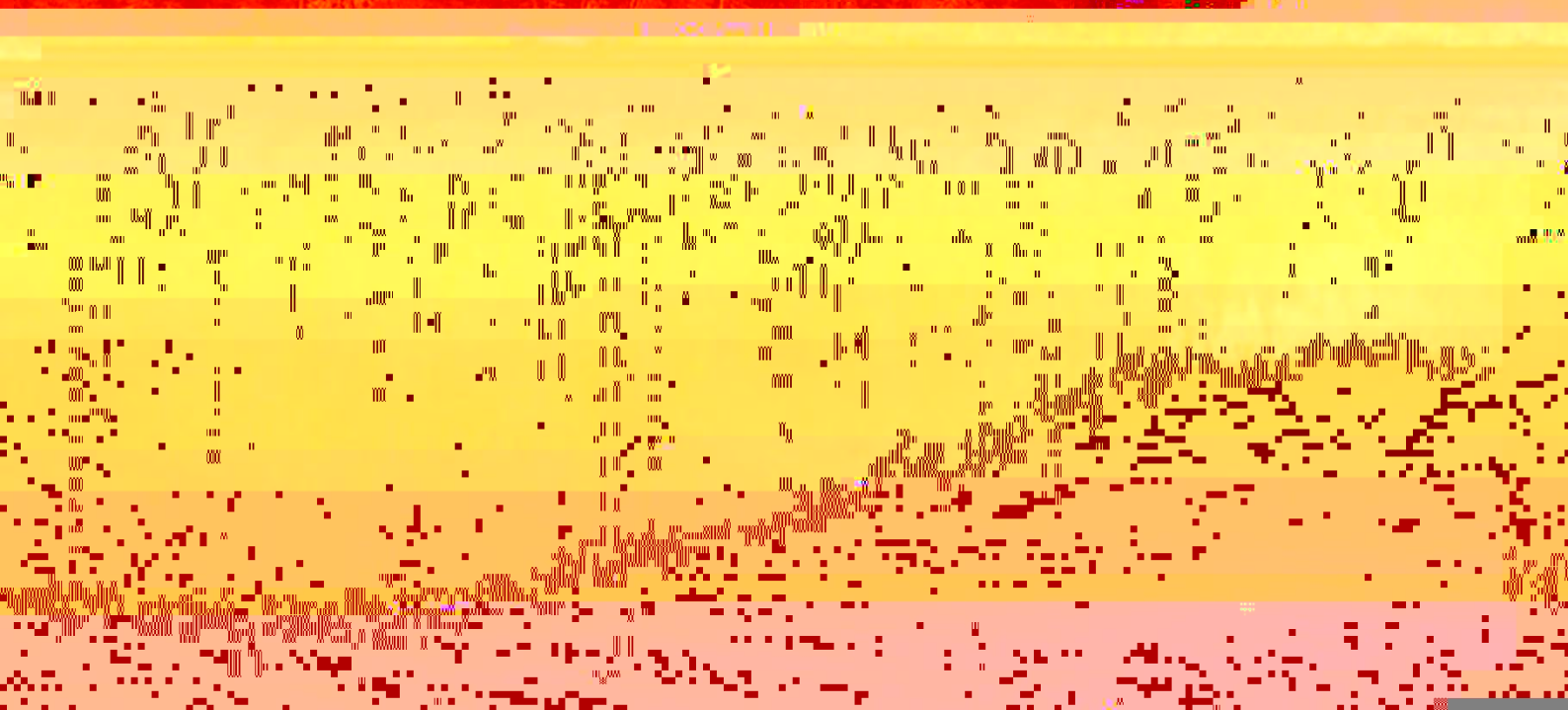
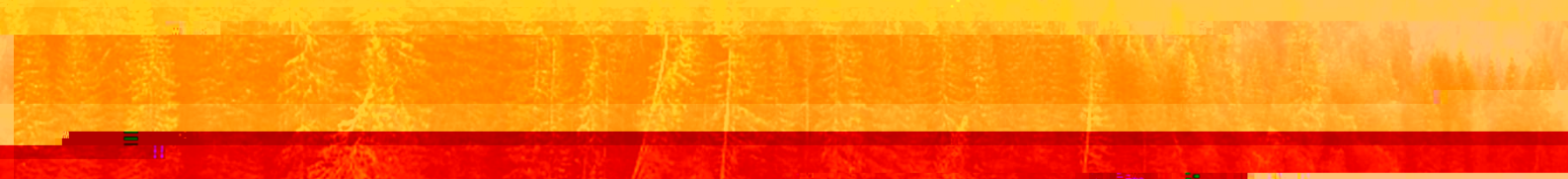


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This Code of Conduct refers to i

2. Freedom of Association: Supplier shall not interfere with the right of employees to form or join labor organizations of their own choosing, to bargain collectively with their representatives, or to engage in lawful activities of their own choice.

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3. Humane Treatment: Supplier shall treat all employees with dignity and respect. The supplier shall not engage in or tolerate corporal punishment, pd

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competitive bargaining and carrying out any legal activities.

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8. Harassment: Suppliers shall prevent any form of offensive or abusive harassment or behavior in the workplace, including but not limited to that based on race, color, gender, religion, national origin, sexual orientation, gender identity or expression, disability, or age.

For more information, please see our Human Rights Policy, which applies to all of our suppliers and partners.

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1.Occupational safety: Supplier shall identify, assess and eliminate safety hazards through reasonable engineering design, process control and preventive maintenance. The supplier shall provide its employee with proper personal protective equipment relevant to the work as well as relevant training and guidance.

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2.Emergency Preparedness: Suppliers shall identify and assess potential emergency situations and events, and implement emergency plans and response procedures to minimize their impact, including: emergency reporting, employee notification and evacuation procedures, worker training and drills, appropriate fire detection and extinguishing equipment, adequate exit facilities and recovery plans. Such plans and procedures shall focus on minimizing harm to life, the environment and property and

to prevent, manage, track and report occupational injury and illness, including provisions to:
encourage worker reporting; classify and record injury and illness cases; provide ne

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3. Hazardous Materials: Supplier shall identify and manage chemicals and other materials

10.Noise and vibration: Suppliers shall comply with local laws and regulations on noise and vibration requirements, regularly monitor, and take measures to reduce the impact of noise and vibration on the site and surrounding communities, residents, etc.

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1. Business Integrity: Supplier shall have a zero tolerance policy to prohibit any and all forms of bribery, money laundering, terrorist financing, corruption, extortion and embezzlement. All business dealings should be transparently performed and accurately reflected on Participant's business books and records. Monitoring and enforcement procedures shall be implemented, to ensure compliance with anti-corruption laws.

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6. Anti-Trust and Unfair Competition: Supplier shall comply with all applicable national and international regulations of anti-trust and trade control. Partner is prohibited to have monopoly or unfair competition alone or with other partners.

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7. Responsible Sourcing of Minerals: Regarding detailed requirement,

3. Information Communication: Supplier shall have processes to accurately communicate with employees, vendors and customers about the practices, policies and expectations.

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4. Corrective Action Process: Supplier shall have a process to correct any deficiencies or violations timely identified by an internal or external audit, assessment, inspection, investigation, or audit.

We expect your commitment and we hold on together to contribute to the sustainable development of the corporate supply chain.

CNGR Advanced Material Co.,Ltd.

January, 1st, 2025

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