



**Morimatsu International Holdings Company Limited**

**森松國際控股有限公司**

(於香港註冊成立的有限公司)

(「本公司」)

(股份代碼：2155)

## **Supplier Code of Conduct**

### **Preamble**

We share the same planet, and addressing global warming, reducing energy consumption, and promoting sustainable development are common goals for all of us. As a global enterprise, Morimatsu International Holdings Company Limited (hereinafter referred to as "Morimatsu" or "we") considers this to be an important social responsibility. While adhering to our own high standards of business ethics, corporate social responsibility, and social and environmental requirements, we also seek suppliers who are committed to maintaining similarly high standards to partner with us. A stable and sustainable supply chain is a solid foundation for us to create value for our customers.

Morimatsu expects all our suppliers and subcontractors (hereinafter collectively referred to as "suppliers") to be equally committed to high standards of business conduct and to strictly abide by the requirements outlined in this Supplier Code of Conduct (hereinafter referred to as "this Code"). These requirements are also important considerations for our selection and evaluation of suppliers. Morimatsu reserves the right to assess suppliers' compliance with this Code

through questionnaires, document reviews, or site audits, either independently or through a designated third party. If a supplier fails to meet the requirements of this Code, Morimatsu reserves the right to require corrective actions and to decide not to award new business or to terminate existing business relationships with any supplier that does not meet the requirements of this Code.

We will regularly review this Code and make amendments as necessary. Suppliers are responsible for ensuring they have read, understood, and are in compliance with the latest version of this Code.

This Code applies to all suppliers of Morimatsu and its subsidiaries.

## **Business Ethics**

### **➤ Fair Competition**

Suppliers shall adhere to principles of fairness in conducting business, including but not limited to providing accurate, truthful quotations and engaging in fair competitive practices while prohibiting price-fixing, bid-rigging, or any forms of commercial fraud. Additionally, suppliers should be familiar with and comply with all applicable antitrust laws and regulations in the regions where they operate.

### **➤ Business Integrity**

Suppliers must be familiar with and comply with applicable laws and regulations related to anti-bribery and anti-corruption, including the United States Foreign Corrupt Practices Act (FCPA), the UK Bribery Act, and any anti-bribery and anti-corruption laws applicable to suppliers' conducting business with Morimatsu or with entities on Morimatsu's behalf in relevant jurisdictions.

Suppliers shall not engage in or tolerate any form of corruption, extortion, bribery, embezzlement, or other improper transfer of benefits.

Suppliers shall not offer or accept bribes or other illegal benefits to or from their business partners (including Morimatsu employees).

➤ **Conflict of Interest**

Suppliers shall voluntarily declare any conflict of interest with any personnel of Morimatsu, including but not limited to Morimatsu personnel working in the supplier's company, Morimatsu personnel who control or influence the supplier directly or indirectly through investments or other means, and any joint investments or business ventures between the supplier or its personnel and any Morimatsu personnel. (The aforementioned personnel include shareholders, beneficial owners, legal representatives, directors, supervisors, senior executives, employees of both the supplier and Morimatsu, as well as their immediate or close relatives, or associates.)

➤ **Confidentiality and Intellectual Property**

Suppliers shall protect and properly use confidential information received to ensure that the trade secrets and valid intellectual property of all employees and business partners are protected.

Suppliers shall prohibit the infringement of any valid intellectual property and safeguard intellectual property from improper use.

## **Labor Rights**

### **➤ No Child Labor**

We will not tolerate the employment of child labor. Suppliers shall comply with applicable laws and regulations in the regions where they operate and the principles of the United Nations Global Compact by prohibiting the employment of child labor below the local legal minimum age during their operations.

### **➤ Prohibition of Human Trafficking and Forced Labor**

We prohibit suppliers from engaging in any activities involving human trafficking, forced labor, coercion, involuntary servitude, slavery, debt bondage, discrimination, or any similar practices.

### **➤ Prohibition of Discrimination**

We require suppliers not to discriminate or harass employees consciously or unconsciously based on protected labor rights and characterizes. Such characteristics include but are not limited to race, nationality, gender, age,

physical traits, ancestry, disability, union membership, religion, family status, pregnancy, sexual orientation, gender identity, gender expression, or any other standards deemed unlawful under applicable law.

➤ **Fair Treatment**

We require suppliers to treat all employees fairly, ensuring that there are no acts of mistreatment or inhuman behavior, any form of sexual harassment, sexual abuse, corporal punishment or torture, mental or physical coercion, or verbal abuse, as well as any language threats related to any of the aforementioned behaviors in their workplaces.

➤ **Work Hours, Wages, and Benefits**

We require suppliers to comply with applicable laws and regulations in the regions where they operate regarding employee wages, including but not limited to minimum wage, overtime pay, and statutory benefits. Employees' work hours shall not exceed the legal limits set by applicable local laws and regulations.

➤ **Freedom of Association**

We expect suppliers to engage in open and constructive dialogue with their employees and worker representatives, respecting rights of employees to freely associate, join unions, seek representation, participate in works councils, and

engage in collective bargaining in accordance with local laws. Suppliers shall respect the rights and interests of worker representatives.

## **Health, Safety, Environment, and Quality**

### **➤ Occupational Health and Safety**

Suppliers shall provide necessary safety facilities and equipment, appropriate control measures, safe work procedures, preventive maintenance, and necessary technical protective measures to ensure and mitigate health and safety risks for employees and visitors in the workplace.

Suppliers shall take specific measures to ensure the occupational health and safety of their employees, including but not limited to regularly conduct occupational health-related assessments and testing, implement employee occupational health monitoring programs, develop emergency response plans related to occupational health and safety, conduct regular drills, and provide necessary occupational health and safety training for employees, etc.

All suppliers entering the Morimatsu plant area shall strictly comply with our various management systems and regulations related to occupational health and safety.

### **➤ Environmental Protection**

Suppliers shall comply with all applicable environmental laws and regulations in the regions where they operate and shall obtain, maintain, and update all

necessary licenses, permits, and restrictions to ensure compliance operations.

We encourage suppliers to implement waste reduction measures, reduce or avoid the generation of waste gas, wastewater, and hazardous waste as much as possible through improved process technology and the selection of clean raw materials; adopt efficient operation methods as much as possible to improve energy efficiency, reduce greenhouse gas emissions, and strive to minimize the environmental impact of their business operations.

➤ **Product Quality**

Suppliers shall meet the recognized or contractually agreed quality requirements to ensure that the products and services provided to Morimatsu consistently meet Morimatsu's needs and can be safely used as intended. We encourage suppliers to pursue certifications in environmental, health, and safety management systems such as ISO 14001, ISO 45001, or ISO 9001.

## **Corporate Governance**

Suppliers shall comply with all applicable laws, regulations, agreements, and recognized standards, continuously improving their corporate governance environments to ensure they meet the expectations outlined in this Code.

*In the event of any inconsistency between the Chinese and English versions of  
this Code,  
the English version shall prevail.*