

Preface

TRI-K Industries Inc. is committed to promoting a Sustainable, cleaner and safer environment which is aligned to our business strategy. Combining power of science and technology with passion to innovate, we aim to advance sustainable development by collaborating with our stakeholders.

TRI-K's core strength lies in the four fundamental pillars which gives us power to stand strong in the competitive market.

- **CHARACTER:** Being transparent & open, respecting & valuing people, envisioning and conducting business with integrity.
- **COMPETENCE:** Enlist Talented teams which proactively meet complex and changing business needs.
- **COMFORT:** Respecting our commitments, showing consistent performance over the years through timely delivery and consistent quality.
- **COMPETITIVENESS:** Adhering to global quality standards, supplying customers globally, with agile and nimble actions.

TRI-K engages with suppliers as "Source," with sense of partnership. We endeavor to integrate our supplier's competencies with our strengths to move towards the path of sustainable development. The intent of this Supplier Code of Conduct is to establish and strengthen mutual understanding on sustainability, ethics and integrity, human rights, safety, health & environment and how it should be incorporated in business.

We recognize our suppliers operate in diverse legal and cultural environments throughout the world. This Supplier Code of Conduct ("Supplier Code") sets forth the basic requirements we expect of suppliers, including vendors, service providers, independent contractors and consultants (collectively, "TRI-K Suppliers"), as a condition of doing business with TRI-K Industries. The cooperation between TRI-K Industries and its suppliers are based on mutual trust and respect.

Ethics and Integrity

All suppliers of TRI-K Industries are expected to:

- Abide by all applicable trade laws and regulations.
- Comply with all applicable laws that prohibit money laundering.
- Do not directly or indirectly offer or promise any personal advantage to obtain or retain business. Suppliers must not pay or accept unlawful commission or bribery.
- Treat confidential information with care to avoid disclosure of such information unless disclosure is authorized or legally required.
- Provide transparent disclosures to our questionnaire (Maintain transparent and up-to-date records in disclosures)
- Provide products that are not adulterated or misbranded within the meaning of any laws, rules, regulations, ordinances or orders of any federal, state or local authority
- Maintain transparent and up-to-date records in accordance with all applicable laws and regulations.

- Ensures that any hospitality with TRI-K Industries is only for the purpose of maintaining good business relations and at a reasonable level. It is strictly with no intention for business or personal gain. Gift exchange between suppliers and TRI-K employees should be avoided. Official company-to-company gift exchange is acceptable, but it should be kept transparent.

Human Rights

- **Child Labor**
Under no circumstances should, Suppliers employ workers under the minimum age for work as specified by the local, state, and national laws.
- **Forced Labor**
Suppliers should not engage in the use of indentured slave, bonded or other forced involuntary labor. Work is conducted on the basis of freely agreed and documented terms of employment.
- **Fair and equal treatment**
Suppliers must operate with dignity, respect, and integrity in regard to treatment of its employees. Suppliers will provide equality of opportunity and treatment to individuals without regard to race, color, religion, gender, age, national or social origin, political affiliation, physical or mental disability, marital status, sexual orientation, or any other status protected by law, unrelated to an individual's ability to perform work.
- **Compensation**
Suppliers will pay wages that meet or exceed the legal minimum standards or appropriate prevailing local industry standards. It also includes equal remuneration for men and women for work of equal value.
- **Working Hours.**
Suppliers will comply with applicable local, state, and national laws and industry standards on regular and overtime working hours.
- **Harassment and Violence**
Suppliers will treat their employees with dignity and are committed to providing a work environment that is free of physical, verbal, sexual, psychological or any other form of harassment. It prohibits any type of violence or threat of violence and corporal punishment in the workplace.
- **Freedom of Association**
Suppliers will recognize and respect employees' rights to freedom of association and collective bargaining. Suppliers will also facilitate open communication and direct engagement between workers and management.
- **Legal Compliance**
At a minimum, Suppliers will comply with all applicable local, state, and national laws regarding human rights where the company does business.

Safety, Health and Environment

All suppliers of TRI-K Industries INC. are expected to

- Comply with all applicable safety, health and environmental laws and regulations.
- Ensure safety in handling and transportation of materials in accordance with national and international environmental laws and regulations.

- Promote development of safe, sustainable & eco-friendly products, processes, technologies and services.
- Make continuous improvements in the management of its environmental impact and to the long-term goal of developing a sustainable business.
- Prevent the wasteful use of natural resources and endeavor to improve the environment, particularly regarding the emission of greenhouse gases and the effect of climate change.
- Encourage deforestation free agriculture
- Commit to Nagoya Protocol if applicable
- Encourage understanding of environmental awareness and disseminate good practices.
- Promote conservation of biodiversity.

4. Protection of personal data

All suppliers of TRI-K I should be committed to the protection of every individual's privacy where they conduct business.

- Will not collect, use or disclose personal information without individual's consent.
- Are committed to full transparency and accountability.
- Are committed to ensuring that all personal data that is stored and managed in its systems is accurate.
- Are committed to the confidentiality of personal information and requires any third parties that handle or process personal information on our behalf, to comply with the same principles

5. Management Approach

This code of conduct is to be accepted by the Management of supplier's organization and included into its system and approach. Suppliers should encourage incorporating these practices in their value chain and promoting responsible sourcing. Suppliers should keep adequate records to substantiate compliance with this code and national/ international statutes. The suppliers agree that TRI-K Industries Inc. may verify compliance with this code using measures deemed appropriate by TRI-K Industries.

Company Name:

Signature:

Name:

Title:

Date:

For Further Information:

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