

# Supplier Code of Conduct

TurnMill Group is committed to conducting business ethically, responsibly, and sustainably. We expect our suppliers and business partners to share and uphold these values. Our Supplier Code of Conduct outlines the standards and expectations we have for our suppliers in areas such as ethical behavior, labor practices, environmental stewardship, and compliance with laws and regulations.

## 1. Ethical Standards

- Suppliers shall conduct their business with integrity, honesty, and transparency.
- Suppliers shall not engage in bribery, corruption, or other unethical business practices.
- Suppliers shall avoid conflicts of interest and disclose any potential conflicts to TurnMill Group.

## 2. Labor Practices

- Suppliers shall uphold fair labor practices and provide safe working conditions for their employees.
- Suppliers shall comply with all applicable labor laws and regulations, including those related to wages, working hours, and employment rights.
- Suppliers shall prohibit forced labor, child labor, and any form of human trafficking.

## 3. Environmental Stewardship

- Suppliers shall minimize their environmental impact by adopting sustainable practices, reducing waste, and conserving resources.
- Suppliers shall comply with environmental laws and regulations relevant to their operations.
- Suppliers are encouraged to implement environmentally friendly initiatives and seek continuous improvement in their environmental performance.

## 4. Quality and Safety

- Suppliers shall deliver products and services that meet quality and safety standards.

- Suppliers shall ensure that their products are safe for use and comply with relevant safety regulations.
- Suppliers shall promptly address any quality or safety issues that may arise.

## 5. Compliance

- Suppliers shall comply with all applicable laws, regulations, and industry standards relevant to their business operations.
- Suppliers shall cooperate with TurnMill Group in any audits or assessments conducted to verify compliance with this Code of Conduct.

## 6. Confidentiality and Data Protection

- Suppliers shall protect the confidentiality of sensitive information provided by TurnMill Group and comply with data protection regulations.
- Suppliers shall not disclose or misuse confidential information obtained through their business relationship with TurnMill Group.

## 7. Social Responsibility

- Suppliers are encouraged to contribute positively to the communities in which they operate through philanthropic activities or community engagement initiatives.
- Suppliers shall respect the human rights of individuals and communities affected by their operations.

### Implementation and Enforcement

TurnMill Group reserves the right to assess and monitor supplier compliance with this Code of Conduct. Failure to comply with these standards may result in termination of the supplier relationship. We expect our suppliers to actively support our commitment to ethical business conduct and to work collaboratively with us to achieve our shared goals of sustainability and responsible business practices

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*Date, Supplier Name & Signature*

