

Supplier Code of Conduct

1. Introduction

Far East Orchard (“FEOR”) and its Group are committed to high standards of integrity and corporate responsibility, including environmental and climate protection, essential elements of our corporate culture.

Our suppliers, integral to the way we conduct our business, are a key part of our corporate image and responsibilities, and the sustainability of our supply chain is vital to our business.

The FEOR Supplier Code of Conduct (“Code”) details our expectations of how our Suppliers conduct business.

With the collaboration of our suppliers, we strive to create and maintain positive environmental, social and governance standards that are beneficial to our societies and environment. We therefore expect our suppliers to have similar standards and acceptance of our Code and conducting business guided by these principles are considerations determining a supplier’s eligibility to be registered, and to remain registered, as FEOR’s vendor.

In instances where expectations outlined in the Code differs from local laws, Suppliers should still be guided by these expectations within the bounds of applicable local laws.

2. Overview

The Code and its prescribed standards of conduct fall into the following categories:

- (i) Integrity and Ethics;
- (ii) Workplace rights;
- (iii) Safety, health and wellbeing;
- (iv) Data privacy and security; and
- (v) Environmental management.

3. Supplier Code of Conduct

Integrity and Ethics

FEOR is committed to high ethical standards and compliance with all applicable laws, rules, and regulations. Likewise, we expect our suppliers to conduct their business with integrity and impartiality, in an ethical and proper manner. Our suppliers should:

Bribery and anti-corruption

- fully comply with requirements of all applicable bribery and anti-corruption laws (national, international, cross-border).

Gifts, entertainment and/or hospitality

- not offer or accept any gift to obtain improper advantages or influence for the supplier, FEOR (such as FEOR's employees and their family members and associates), or any other third party. Gifts include a benefit, fees, commissions, dividends, cash, gratuity, services, or any inducements.

No-retaliation for reporting concern

- have a policy and process for reporting of workplace or business-related concerns. The policy and process should be transparent and understandable and should protect reporting and participating individuals from retaliation.

Fair Competition

- act in compliance with applicable competition laws and not to participate in price fixing, market or customer allocation, market sharing or bid rigging with other competitors.

Workplace Rights

FEOR strives to adhere to global principles on employment and expects our suppliers to do the same. Our suppliers should fully comply with:

Employment laws

- all applicable local wage and labour laws. All use of temporary, dispatch and outsourced labour shall be in accordance with local law.

Forced Labour

- all applicable legal/jurisdictional requirements of slavery, forced labour and human trafficking laws (e.g., UK Modern Slavery Act 2015), and to enact practices to ensure compliance with such laws.

Minimum working age

- all laws regulating minimum working age for each position, including any laws pertaining to the employment, apprenticeships, and internships of youths and students.

Workplace rights

- all applicable legislations and practices to maintain a respectful and safe workplace, including physical violence, threats, corporal punishment, mental coercion, verbal abuse, disrespectful behaviour, bullying or harassment of any kind.

Safety, Health and Wellbeing

FEOR expects suppliers to implement sound health and safety practices across business operations. Our suppliers must:

Health and safety

- comply with all applicable health and safety laws and regulations. FEOR expects suppliers to adopt practices to minimise health and safety risks, support accident prevention, and ensure a safe workspace for all workers, guests, customers, and third parties.

Data privacy and security

FEOR expects our suppliers to protect the privacy of individuals and the security of confidential assets and information. Suppliers must:

Confidential assets and information

- protect FEOR's and our clients' confidential assets and information. Suppliers must design and maintain processes to provide appropriate protections of such information.
- take appropriate steps to safeguard and maintain confidential and proprietary information of its business partners and use such information only for the purposes

authorised for use by the governing contractual agreement or, where there is not yet a contractual agreement in place, then by the understanding in place for the intended purpose. In case of sub-contracting, sharing of information with third parties should be made only with the consent of FEOR or the applicable FEOR company.

Personal information and privacy

- protect personal information in compliance with all applicable local laws. Personal information provided by or on behalf of FEOR should only be used, accessed, and disclosed as permitted by the supplier agreement.

Environmental management

FEOR is committed to managing the impact of its operations on the natural environment and working with its suppliers to do the same. Our suppliers should:

Environmental footprint

- comply with all applicable environmental laws and regulations. FEOR expects suppliers to address suppliers' environmental risk and impact. We also expect suppliers to measure, manage, and address energy usage and greenhouse gas (GHG) emissions in accordance with their local laws or practices. And, where applicable, FEOR expects our suppliers to measure, manage and reduce adverse environmental impact from its operations (eg, pollution, biodiversity impact, etc).

4. Compliance with Code

Violations

Suppliers are required to promptly report to FEOR any legal violations or violations of the Code. Kindly refer to our whistle-blowing contact details available at <https://www.fareastorchard.com.sg/en/corporate-policies>.

If a supplier violates any of the requirements contained in this Code, FEOR reserves the sole right to discontinue business with such supplier (including terminating any existing contracts), and FEOR shall not be liable for any claims for losses or damages resulting therefrom.

5. FEOR's Rights

FEOR reserves the following rights relating to our suppliers' compliance with the Code.

Supplier selection

FEOR may evaluate suppliers' compliance with the Code during the suppliers' evaluation and selection process, or upon request.

Supplier assessment

During the supplier selection process, suppliers will be asked to affirm compliance with the Code and may be required to re-affirm compliance with the Code periodically. Upon request, suppliers may be required to provide written information on its policies and practices related to compliance with the Code.

Violations

In the event of non-compliance with, or violation of, the Code, FEOR may give the Supplier a reasonable opportunity to respond with proposed corrective actions, unless the violation is severe or incurable, or there is a violation of law. FEOR may suspend or terminate its relationship with the supplier and/or disclose the matter to the appropriate authorities if there is a violation of law.

Suppliers shall ensure that its subcontractors, where applicable, comply with the Code, and acknowledge that it is responsible for its subcontractors' violations.

6. Disclaimer / Changes to the Code

The Code is not meant to, and does not, supersede any applicable law, or any term in an agreement between FEOR and a supplier. To the extent there is any conflict between this Code and any applicable law or provision of any agreement, the applicable law or agreement controls. FEOR reserves the right to update or change the Code requirements. Any such updates will be either published on our website or, if significant, notified to relevant suppliers.