

LIMOSS Supplier Code of Conduct 2020

SUPPLIER CODE OF CONDUCT INTRODUCTION

London Market Operation and Strategic Sourcing Limited ("**LIMOSS**") are committed to high standards of business integrity in all dealings with its customers, suppliers, business associates and employees. LIMOSS wants to ensure that working conditions in the supply chain are safe, that working rights are protected and workers are treated respecting the cultural and legal differences found throughout the world and that manufacturing processes are environmentally and socially responsible.

To these ends, LIMOSS:

1. is committed to a work environment that prohibits human trafficking, illegal or harmful child labour, compulsory, prison, forced or slave labour and physical abuse of workers; and
2. expects its suppliers to comply, at a minimum, with the applicable labour and environmental laws and regulations of the country where the materials and products are produced. Materials and products include all raw materials, or goods or components purchased by LIMOSS and services normally included with such materials or products.

LIMOSS' s Supplier Code of Conduct recognises standards of the International Labour Organization Conventions, the United Nations' Universal Declaration of Human Rights, the United Nations' Convention on the Elimination of All Forms of Discrimination against Women, the United Nations' Conventions on Children's Rights, the United Nations' Global Compact, the Ethical Trading Initiative, the Organization of Economic Cooperation, the Development Guidelines for Multinational Enterprises, the Foreign Corrupt Practices Act, the UK Bribery Act 2010, the Modern Slavery Act 2015 and any applicable anti-corruptions laws, or any other relevant law which may apply to the specific services provided by the Supplier to LIMOSS.

This Supplier Code of Conduct applies to all Suppliers who provide services, materials and products to LIMOSS. Supplier's acceptance of a purchase order or supply of goods and or services constitutes Supplier's acceptance to the terms set forth in this Supplier Code of Conduct. Supplier must ensure that LIMOSS's Supplier Code of Conduct also is observed by others in the supply chain, including but not limited to Suppliers' subcontractors, business associates or employees. LIMOSS will seek to identify and utilise Suppliers who share its commitment and reserves the right to cease doing business with any Supplier who does not share LIMOSS's commitment to these values. This Supplier Code of Conduct may be amended by LIMOSS; its enforcement and/or interpretation rests solely with LIMOSS; and it does not confer or create any rights in favour of any party other than LIMOSS.

Nothing in this Code shall be deemed to amend, limit or otherwise impact any other obligations Supplier may have to LIMOSS (whether such obligation is written or otherwise).

HUMAN TRAFFICKING, COMPULSORY PRISON OR SLAVE LABOUR AND PHYSICAL ABUSE

Suppliers shall not use workers, (employees or contractors) obtained through Human Trafficking, prison, forced labour or Slave labour, or inflict any physical abuse or corporal punishment. "Human Trafficking" and "Slavery" means the recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability of or the giving or receiving of payments or benefits to achieve the consent of a person having control over another person for the purpose of exploitation. Further, Suppliers must comply with all national and local, provincial or other applicable laws regarding Slavery and Human Trafficking in the country or countries in which they do business.

LABOUR AND EMPLOYMENT STANDARDS

Suppliers shall comply with all national and local, provincial or other applicable labour and employment laws and regulations of the country where the materials and products are produced, including those laws that prohibit Human Trafficking, Forced Labour or bonded labour and indentured servitude, regulate wage and hour rules, allow employees to associate freely, regulate the use of foreign contract or migrant workers and prohibit discrimination in hiring and employment practices based on race, colour, religion, gender, sexual orientation, age, physical ability, national origin, political opinion, union membership or marital status. "Forced Labour" means all work or service, not voluntarily performed, that is obtained from an individual under the threat of force or penalty.

HEALTH, SAFETY AND HOUSING STANDARDS

Suppliers shall comply with all national and local, provincial or applicable laws and regulations of the country where the materials and products are produced that are related to the health and safety of workers including such areas as sanitation, preventing accidents, injury and the spread of communicable diseases, first aid and emergency care, fire safety and safe and healthy residential facilities as well as machine safeguarding.

ENVIRONMENTAL STANDARDS

Suppliers and Facilities shall comply with all national and local, provincial or other applicable environmental laws and regulations of the country where the materials and products are produced that are applicable to their business practices including such as waste management, handling and disposal of chemicals and others dangerous materials, prohibition or restriction of specific substances in products, labels, packaging.

BRIBERY ACT 2010 COMPLIANCE

Supplier's performance of its services is subject to the Bribery Act 2010 as well as other applicable anti-bribery laws. Neither Supplier nor anyone acting on its behalf will violate the Bribery Act 2010 or any other anti-bribery law for the benefit of or on behalf of LIMOSS or Supplier.

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Supplier represents and warrants to LIMOSS that:

- Supplier is licensed, registered, or qualified under local law, regulations, policies, and administrative requirements to do business and has obtained licenses or completed such registrations as are required by law to provide the goods or services subject to the order;
- Supplier has not and will not directly or indirectly give, offer to give, or authorise to give money or anything of value to a foreign government official, foreign political party, a party official, a candidate for foreign political office in order to influence official acts or decisions of that person or entity, to obtain or retain business, or to secure any improper advantage. "Foreign Government Official" or "FGO" is broadly interpreted and means an officer or employee of a government or any department, agency, or of certain international agencies, such as the World Bank or the United Nations, or any person acting in an official capacity on behalf of one of those entities. Officials of government-owned corporations are considered to be foreign officials;
- If Supplier is itself a Foreign Government Official or is closely related to one, it has not accepted, and will not accept in the future, such a gift;
- All information provided by Supplier during LIMOSS's pre-contractual due diligence is complete, truthful, and accurate; and
- Supplier will not provide, offer, promise or grant any LIMOSS employee or contractor any gift, gratuity, service, favour, or anything else of value to influence or reward such person. By the way of example, tickets, and gifts other than those of a customary business nature such as business meals or items a reasonable person would consider of minimal value are prohibited.

COMPLIANCE

To ensure that LIMOSS's suppliers enforce LIMOSS's standards, LIMOSS includes a clause in all its commercial agreements governing its contractual relationship with suppliers which stipulates that all suppliers must abide by LIMOSS's Supplier Code of Conduct including its anti-slavery and human trafficking standards.

REPORTING CODE OF CONDUCT VIOLATIONS

Violations of LIMOSS's Supplier Code of Conduct can be reported confidentially and anonymously. If you have knowledge that any of these standards are being violated, you are encouraged to report the issue to LIMOSS Management.