

## **Supplier Code of Conduct**

Guangdong Dongpeng Holdings Co., Ltd. (hereinafter referred to as “Dongpeng Holdings” or “the Company”) is committed to conducting its business in a responsible and sustainable manner. The Company requires all suppliers, partners and employees involved in the Company’s supply chains to comply with this *Supplier Code of Conduct*. This Code is based on internationally recognized standards for human rights, labor rights, environmental protection, and business ethics. It is aligned with global ESG frameworks and the UN Sustainable Development Goals, aiming to promote shared social responsibility and establish a transparent and fair supply chain.

### **Purpose**

To establish a green supply chain system that encompasses the entire product lifecycle—from product design, raw material procurement, manufacturing, logistics, sales, service, to recycling—thus achieving sustainable development of the supply chain.

The Company aims to provide valuable products and services to its customers through fair and equitable procurement and collaboration with suppliers.

### **1. Human Rights and Labor**

#### **1.1 Forced Labor**

Suppliers shall not use or support forced labor, prison labor, indentured labor, bonded labor, or involuntary labor in any form. Employees shall have the right to freely choose employment and terminate employment.

#### **1.2 Child Labor**

Suppliers must comply with the International Labour Organization (ILO) Minimum Age standards (15 years or the legal age of the country, whichever is higher). Child labor is strictly prohibited. Special protections shall be provided for juvenile workers (16-18 years) to ensure their health, safety, and educational rights.

#### **1.3 Working Conditions**

- **Working Hours:** Comply with statutory working hours, ensuring that employees’ weekly working time (including overtime) does not exceed 60 hours. Overtime work must be voluntary and compensated in accordance with legal requirements.

- **Wages and Benefits:** Wages shall meet at least the local minimum wage standard, be paid in full and on time, and include statutory benefits (e.g., social insurance, paid leave).
- **Physical and Mental Well-being:** Prohibit any form of physical punishment, mental oppression, or humiliating management practices.

#### **1.4 Occupational Health and Safety**

Suppliers must provide safe and hygienic working environments, establish risk prevention mechanisms, including but not limited to:

- Regular safety training and emergency drills;
- Provision of necessary protective equipment;
- Adequate ventilation, lighting, and sanitation facilities in workplaces.

#### **1.5 Discrimination and Harassment**

Discrimination, harassment, or abuse based on race, gender, religion, age, nationality, sexual orientation, disability, or any other status is prohibited. An anonymous grievance mechanism must be in place to protect employees' rights.

#### **1.6 Freedom of Associations and Collective Bargaining**

Suppliers must respect the legal rights of employees to form or join trade unions and to engage in collective bargaining. Retaliation or intimidation against employees for union-related activities is prohibited.

### **2. Environment**

#### **2.1 Greenhouse Gas Emissions and Energy Consumption**

Suppliers shall establish emissions reduction targets, reduce greenhouse gas emissions in operations, prioritize the use of clean energy, and regularly disclose energy consumption data. Energy efficiency must be improved to reduce carbon footprint during production.

#### **2.2 Pollution Prevention and Waste Management**

Suppliers must comply with all applicable environmental laws and regulations.

They shall prohibit illegal discharge of wastewater, exhaust gases, and hazardous substances, and avoid illegal dumping or transboundary movement of hazardous waste.

Suppliers must reduce the use of hazardous substances, adhere to pollutant emission standards, and implement waste classification, recycling, and safe treatment processes.

## **2.3 Resource Efficiency**

Suppliers must improve the efficiency of water, raw material, and energy use through technological innovation and recycling practices.

Energy-saving equipment and sustainable production methods must be adopted to reduce waste.

## **2.4 Biodiversity and No Deforestation**

Suppliers must avoid involvement in illegal deforestation, land degradation, or ecological destruction. Preference shall be given to raw materials from sustainable sources.

## **3. Business Ethics**

### **3.1 Anti-Corruption and Conflict of Interest**

Suppliers must not engage in bribery, kickbacks, corruption, or inappropriate exchanges of benefits.

Business decisions must be transparent. Any potential conflicts of interest must be disclosed promptly.

### **3.2 Anti-Competitiveness**

Suppliers must not participate in any anti-competitive practices such as price-fixing, market monopolization, or bid-rigging. A fair and competitive business environment must be maintained.

## **4. Implementation and Oversight**

- **Commitment and Training:** Suppliers are required to sign this Code of Conduct and communicate the contents and obligations to all employees. Suppliers must ensure that their upstream and downstream partners also comply with this Code.
- **Continuous Improvement:** Suppliers must regularly evaluate their ESG performance, conduct compliance self-assessments, develop corrective action plans, and disclose improvement progress.
- **Audits and Accountability:** The Company reserves the right to conduct on-site audits of suppliers. Severe violations will result in termination of cooperation and legal consequences.

The Company looks forward to working together with its suppliers to promote sustainable development and jointly fulfill its responsibilities to employees, society, and the environment.

This Code will be updated regularly to reflect changes in global ESG regulations and industry best practices. The final interpretation right belongs to Guangdong Dongpeng Holdings Co., Ltd.