

CODE OF CONDUCT

: Upon signing this Sales Contract, the Vendor/Seller agrees to following the Buyers supplier code of conduct, outlined in this document.

MISCELLANEOUS

: This Contract shall be binding upon and inure to the benefit of the parties and their respective heirs, successors and assigns. The provision of this Contract is severable. If any provision is held to be invalid or unenforceable, it shall not affect the validity or enforceability of any other provision. The section headings herein are for reference purposes only and shall not otherwise affect the meaning, construction or interpretations of any provision of this Contract. This Contract may be executed in one or more counterparts, each of which shall be deemed an Original and all of which together, shall constitute one and the same Document.

IN WITNESS whereof, the Parties have executed this Sales Contract by signing their signature.

FOR AND ON BEHALF OF SELLER/VENDOR

ALIB Composite Ltd.



Representative from Seller /
Vendor
(Name & Designation)

FOR AND ON BEHALF OF BUYING AGENT

Look and Buy



Representative from Buying
Agent
(Name & Designation)

FOR AND ON BEHALF OF BUYER

Pantee Ltd

A handwritten signature in black ink that reads 'K. McCourt'.

Representative from Buyer
(Name & Designation)

SUPPLIER CODE OF CONDUCT

At Pantee, we're committed to the following code of conduct to ensure:

- Ethical and responsible conduct is practised across all our business activities
- We respect the rights of every individual involved in our supply chain
- We minimise our environmental impact wherever possible

This Code of Conduct is based on internationally accepted labour standards and guidance, including the International Labour Organisations Declaration on Fundamental Principles and Rights at Work and the ETI base code. We expect these same commitments to be shared by all manufacturers of Pantee products and require that all manufacturers meet the following standards:

- **Zero Forced Labour** - Manufacturers will not use forced, bonded or involuntary labour or engage in Human Trafficking.
- **Freedom of Association** - We expect manufacturers to ensure that workers, without discrimination, have the right to collective bargaining or to join trade unions.
- **Zero Child Labour** - There is no recruitment of child labour. The term "child" refers to a person younger than 17, or an individual aged below the local minimum age for employment or the age for completing compulsory education.
- **Safe And Hygienic Working Environment** - We expect manufacturers to ensure that employees are provided with a safe and healthy workplace, and adequate steps shall be taken to minimise hazards and prevent any accidents or injuries arising in the workplace. Manufacturers will work in compliance with all applicable laws and regulations, ensuring that premises, at a minimum, provide adequate lighting and ventilation; meet fire safety standards; provide access to water and sanitary facilities.
- **Living Wages Are Paid** – Wages and benefits paid should meet, at a minimum, national living wage standards and ensure equal pay for equal work. We expect that all workers are provided with written information about their employment agreement before they enter employment, including the particulars of their wage and pay schedule. Deductions from wages as a disciplinary measure are not permitted.
- **Working Hours Are Not Excessive** - Working hours must comply with national laws and should be defined between the manufacturer and workers by contract. Working hours, excluding overtime, should not exceed 48 hours per week. Overtime should not be forced and should be compensated. Workers should be provided with at least one day off every seven-day period or should comply with local and national laws – whichever provides more time off for workers.
- **No Discrimination Is Practiced** - Manufacturers will not discriminate in any employment practices, including hiring, compensation, access to training, promotions, discipline, termination, or retirement, based on race, religion, nationality, age, disability, gender, marital status, sexual orientation, union membership, or pregnancy.
- **Regular Employment is Practiced** – Work must be performed on the basis of recognised employment established in compliance with national law and practice. Manufacturers shall not avoid the regular employment relationship via the use of sub-contracting, homeworking arrangements, or apprenticeship schemes where there is no real intent to impart skills or provide regular employment. Manufacturers will not subcontract the production of Pantee products without Pantee's written consent. Consent will be given at Pantee's discretion and only after the subcontractor has provided a written commitment to Pantee to comply with this Code of Conduct.
- **No Harsh or Inhumane Treatment is Allowed** – Pantee expects all manufacturers to ensure that every employee is treated with respect. Physical abuse or discipline, threats of violence, or any other form of physical, sexual, psychological or verbal harassment, abuse or intimidation are prohibited.

Pantee expects the commitments outlined in this code of conduct to constitute minimum and not maximum standards. This code of conduct should not be used to prevent manufacturers from exceeding these outlined standards.