

# Nine Grp International LLP Supplier Responsibility Policy

### Introduction

We at Nine Group are founded on the belief that life matters and that there are always ways to make life better. Every day, everywhere, we strive to meet this aim by making a positive difference to people's lives.

We recognise the choices we make for our material and service providers must also reflect these values. We want our suppliers to share our commitment to maintaining compliant, responsible, and sustainable operations and practices.

The Supplier Responsibility Policy outlines Nine Group's basic expectation for our suppliers. If non-conformance to this policy is detected, Nine Group will attempt to work with the supplier concerned to correct the situation. We expect the supplier to develop a correction action plan to bring its operations into policy conformance so that supply to Nine Group can continue. If a supplier does not develop such a plan or fails to implement it, Nine Group may move to terminate the business relationship.

#### Labour

In addition to full compliance with all applicable labour and human resource laws, we expect our suppliers to be committed to upholding the human rights of workers and treating them with dignity and respect as understood by the international community. This applies to all workers including temporary, migrant, student, contract, direct employees, and any other type of worker.

Forced, bonded (including debt bondage) or indentured labour, involuntary and exploitive prison labour, trafficked or slave labour shall not be used. This includes transporting, harbouring, recruiting, transferring, or receiving persons by means of threat, force, coercion, abduction or fraud for labour or services.

Suppliers must comply with the applicable local laws with regard to the minimum hiring age for employees.

Working hours are not to exceed the maximum set by local law. Workers shall be allowed legally mandated breaks, holiday and vacation days to which they are legally entitled, including time off when ill or for maternity leave.

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Compensation paid to workers shall comply with all applicable wage laws, including those relating to minimum wages, overtime hours, and legally mandated benefits.

There is to be no harsh and inhumane treatment including any sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse of workers; nor is there to be the threat of any such treatment.

Suppliers should commit to a workforce free of harassment and unlawful discrimination.

Companies should not engage in discrimination based on race, colour, age, gender, sexual orientation, gender identity and expression, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union membership, covered veteran status, protected genetic information or marital status in hiring and employment practices such as wages, promotions, rewards, access to training, reduction in workforce or terminations.

# **Health and Safety**

In addition to full compliance with all applicable health and safety laws, we expect our suppliers to minimize the incidence of accidental work-related injury, death and illness, and foster a safe and healthy work environment.

Worker potential for exposure to safety hazards (eg., chemical, electrical, and other energy sources, fire, vehicles, excessive noise, and fall hazards) is to be identified and assessed, and controlled through proper design, engineering and administrative controls, preventative maintenance and safe work procedures, and ongoing safety training.

Suppliers are to identify and assess potential emergency situations and events and minimize their impact by implementing emergency plans and response procedures including emergency reporting, employee notification and evacuation procedures, worker training and drills, appropriate fire detection and suppression equipment, including accessibility to fire extinguishers, adequate exit facilities and recovery plans.

Procedures and systems are to be in place to prevent, manage, track and report occupational injury and illness including provisions to: encourage worker reporting, classify and record injury and illness cases, provide necessary medical treatment, investigate cases and implement corrective actions to eliminate their causes, and facilitate return of workers to work.



Worker exposure to chemical, biological and physical agents is to be identified, evaluated, and controlled according to the hierarchy of controls.

Worker exposure to the hazards of physically demanding tasks, including manual material handling and heavy and repetitive lifting, prolonged standing and highly repetitive or forced assembly tasks is to be identified, evaluated, and controlled.

Production and other machinery shall be evaluated for safety hazards.

Suppliers shall provide workers with appropriate workplace health and safety related information and training in the language of the worker or in a language the worker can understand. Health and safety related information shall be clearly posted in the facility or placed in a location identifiable and accessible by workers. Workers shall be encouraged to raise safety concerns.

# **Environment**

Suppliers are expected to fully comply with all applicable environmental laws. Suppliers should work to minimize adverse effects on the community, environment and natural resources, while safeguarding the health and safety of workers and the public.

Date: 11/05/21

Signed:

