

# YULISTA SUPPLIER CODE OF CONDUCT

## **About Yulista . . .**

Yulista believes that a strong commitment and a strategic approach to corporate responsibility are essential for managing the challenges and opportunities of a rapidly changing global environment. Therefore, in line with its vision for suppliers, Yulista wishes to actively engage its supply chain by the adherence of all its suppliers to its Supplier Code of Conduct. (Herein the "Supplier Code") The Supplier Code has been developed with recognition of the ten principles outlined in the United Nations Global Compact's Declaration of Human Rights, and its principles in the areas of human rights, labor standards, environment and anti-corruption.

The provisions of this Supplier Code set forth Yulista's expectations from all suppliers with whom it does business, including its subsidiaries or affiliates. The supplier and its employees are expected, at a minimum, to comply with the requirements set forth in this Supplier Code, and the provisions of the laws and regulations in each jurisdiction(s) where the supplier operates, whichever is more stringent.

**Labor:** Yulista expects the supplier to comply, at a minimum, with all applicable local laws and regulations related to labor and employment including, but not limited to, minimum wage, maximum hours of work, days of rest, compensation, freedom of association, right to organize and collective bargaining. Furthermore, Yulista expects the supplier to comply with the following principles:

**Child Labor:** Yulista will not engage in nor support the use of child labor. The supplier is expected not to use child labor, which means its employees are not under the age of 15 years old. However, for employment or work which by its nature or circumstances is not suitable for a person under the age of 18 years old, child labor shall mean employees under the age of 18 years old.

**Forced or Compulsory Labor:** Yulista will not engage in nor support the use of forced or compulsory labor. The supplier is expected not to exact any work or service from any person under the menace of any penalty. For example, the supplier's employees must be free to leave work or terminate their employment with reasonable notice, and they are not required to surrender any government issued identification, passports or work permits as a condition of employment.

**Freedom of Association:** The supplier is expected to recognize the principle of freedom of association and the right to collective bargaining.

**Respect and Dignity:** The supplier is expected to treat all employees fairly, ethically, respectfully and with dignity. The supplier must protect its employees from harassment, bullying and victimization in the workplace, including all forms of sexual, physical and/or psychological abuse.

**Discrimination:** Yulista supports diversity and employment equality. The supplier is expected to offer equal employment opportunities and compensation without any discrimination, unless such discrimination is based on the inherent requirements of the job, or in the course of a program to promote diversity.

**Health & Safety:** Yulista provides a safe workplace to its employees. Yulista expects that the occupational health and safety of employees is a priority for the supplier throughout all significant aspects of its activities. At a minimum, the supplier must comply with all applicable health and safety laws, regulations and standards. The supplier shall take appropriate action, and create policies, standards, procedures, and contingency measures in order to prevent occupational illnesses, work-related accidents, and to provide a safe and healthy workplace to its employees.

**Environment:** Yulista conducts its operations in a sustainable way, and in compliance with the environmental laws and regulations. Yulista expects that environmental protection is a priority for the supplier in all significant aspects of its activities, and that they will comply with all applicable environmental laws, regulations and standards. The supplier shall strive to reduce the impacts of its activities and products on the environment, to conserve and use rationally the natural resources required for its operations, and implement relevant emergency response plans and procedures.

**Anti-Corruption:** Yulista promotes integrity and ethics in all aspects of its activities. Yulista expects the supplier to comply with all applicable laws and regulations on corruption, bribery, prohibited business practices and extortion. Furthermore, the supplier must never make or approve an illegal payment to anyone under any circumstances.

**Conflict of Interest / Ethics:** The supplier must disclose any actual or potential conflict of interest, and discuss it with Yulista's management. Any activity that is approved, despite the actual or apparent conflict, must be documented.

**Governance:** Yulista may verify the compliance of all its direct suppliers with the Supplier Code. Such verification will be conducted by way of a supplier's self-evaluation, or an audit by Yulista who may visit the supplier's facilities with appropriate notice. Compliance with the principles contained in the Supplier Code is a criteria that is taken into consideration in Yulista's supplier selection process.

Whenever a situation of non-compliance is identified, Yulista may work with the supplier to develop and implement a corrective plan to improve the situation. Yulista will continue to develop monitoring systems to assess and ensure compliance with the Supplier Code.

**Responsibility of the Supplier:** As a supplier to Yulista, the supplier's role begins, but does not end, with understanding this Supplier Code. If any ethical or legal compliance issues arise that raise any questions, the supplier has the responsibility to bring them forward by contacting the Yulista Compliance Officer via our hotline at **(256) 713-1361**. Their function is to ensure that compliance issues raised are resolved quickly, fairly, and at the proper level within the organization.