THOR SPECIALTIES SDN BHD Registered No. 309964-D
Jalan Bursa 23/4 · 40300 Shah Alam · Selangor Darul Ehsan · MALAYSIA
Tel: 603-5542 5788 · Fax: 603-5542 5799 · email: info@thor-my.com

Supplier
Code of Conduct

Thor is committed to the highest standards of ethical conduct, social and environmental responsibility and aims to develop long-lasting, trusting and mutually beneficial relationships with suppliers. As part of this commitment, we require our suppliers to fully comply with our Code of Conduct detailed below and in full compliance with all applicable laws and regulations.

1. Legal Compliance

Suppliers must comply with all applicable laws and regulations wherever they operate and notify Thor of any criminal or civil legal actions brought against them.

2. Labour Law

Suppliers shall comply with laws and regulations governing minimum wages, maximum hours of work, piece rates, other elements of compensation, overtime and legally mandated benefits.

3. Human Rights

Suppliers shall treat their employees with respect and dignity. No employees shall subject to any form of harassment which includes but not limited to physical, sexual, psychological or verbal harassment; nor is there threat of any such treatment.

4. Forced Labour

Suppliers must not use forced or compulsory labour of any kind, be it prison, bonded, indentured or otherwise. All work must be voluntary and workers must be allowed to leave their employment after giving reasonable notice.

5. Child Labour

Suppliers must not use child labour. The term "child" means any person who has not completed his 15th year of age or under the local legal minimum employment age, whichever is higher. The rights of young person must be respected and should not be engaged in any work that is considered hazardous. The term "young person" means any person who, not being a child, has not completed his 18th year of age. Suppliers must comply with any laws and regulations governing child labour and apprenticeship programmes.

6. Non-discrimination

Suppliers shall not engage in any form of discrimination in the workplace based on gender, race, colour, national origin, religion, age, disability, citizenship, marital status or any other characteristic protected by the law.

7. Freedom of Association

Suppliers shall ensure their workers are able (subject to applicable laws) to exercise their right to freedom of association and collective bargaining, including the right to be represented by recognised trade unions or other bona fide representatives.

8. Anti-bribery and Corruption

Thor does not tolerate bribery or corruption in any form. A bribe is any gratification, monetary or otherwise, and includes any privilege, special benefit, gift or other item of value or any kind of special or favoured treatment, that is improperly offered, promised or given for the purpose of obtaining, retaining or directing any business dealings, or other advantage in the conduct of business. Suppliers shall comply with all applicable anti-bribery and corruption laws. Suppliers shall not promise, offer, grant, request, authorise or receive any bribes, kickbacks, pre-payments or payments of money or anything of value to/from anyone for the purpose of obtaining or retaining business or influencing any other favourable business decisions that is in any way related to Thor.

9. Fair Competition

Suppliers will conduct their business in line with fair competition and in accordance with all applicable anti-trust laws.

10. Intellectual Property

Intellectual property rights are to be respected; transfer of technology and know-how is to be done in a manner that protects intellectual property rights; and, customer information is to be safeguarded.

11. Privacy

Suppliers are to commit to protecting the reasonable privacy expectations of personal information of everyone they do business with, including suppliers, customers, consumers, and employees. Suppliers are to comply with privacy and information security laws and regulatory requirements when personal information is collected, stored, processed, transmitted and shared.

12. Workplace Health and Safety

Suppliers shall provide a safe working environment, adopt procedures to identify and address workplace health and safety risks, implement safe working practices, and provide (where relevant) appropriate personal protective equipment to prevent occupational injuries or illnesses.

13. Environmental Sustainability

Suppliers shall identify, understand and actively work towards minimising their impacts on the natural environment. Where relevant, these include (but are not limited to) impacts relating to their emissions to air, water and land, use of materials, natural resource consumption and waste management practices.

Acknowledgement

I have received, read, understood and agreed to comply with Thor Specialties Sdn Bhd's Supplier Code of Conduct. It is my responsibilities to communicate this Code of Conduct to my employees.

Signature	Company Stamp
Name :	
Company Name :	
Designation :	
Date :	