Policy No. 5: Supplier Code of Conduct

Affluent Cycle Industries Sdn. Bhd's (ACI) Supplier Code of Conduct is a set of standards that continually builds on her Core Values. As part of this commitment, ACI expects her supplies to adhere and act according to the same values. ACI require that all suppliers to meet the minimum requirement of this Code.

i. National laws and regulations

Suppliers must, as a minimum, comply with their respective national laws and regulations.

ii. Health and safety

A safe and healthy work environment shall be provided for all employees and the supplier shall take effective steps to prevent potential accidents and injuries to workers. A process for continual monitoring and improvement of the work environment shall be in place and a management representative responsible for the health and safety of all personnel shall be appointed. In general, ACI expects that its suppliers provide safe and humane working conditions for all their employees.

iii. Employee relations

- Non-discrimination

No discrimination is tolerated based on gender, marital or parental status, ethnic or national origin, sexual orientation, religious belief, political affiliation, age or disability.

- Non-corporal punishment

Supplier should not use corporal punishment or other mental, physical or verbal abuse or coercion.

- Wages and benefits

Suppliers should pay fair wages and benefits that at least meet the minimum legal standard, based on their respective local customs and regulations.

- Employment contracts

All employees are expected to have an employment contract, whether they are short term, long term or temporary.

- Working hours

Suppliers should comply with applicable laws on working hours.

iv. Supplier engagement

ACI expects its supplier to conduct their operations with consideration for the standards and values expressed in this Code of Conduct down its supply chain.

v. Human Rights

Fundamental human rights should be respected, both in terms of supplies' own employees and in each supplier's sphere of influence.

- Child Labour

Supplier shall not engage in or support the use of child labour as defined in their respective national laws.

- Forced or compulsory labour

Supplier shall not engage in or support the use of forced or compulsory labour as defined in their respective national laws. Suppliers shall not inflict or threaten to inflict corporal punishment or any other forms of abuse.

vi. Community relations

ACI encourages its suppliers to have a positive influence in the communities they operate in.

vii. Communications and privacy of data

Suppliers shall adhere to the confidentiality of information exchange and to respect the privacy of date relating to individual persons.

viii. Grievance / Complaint Procedure

Suppliers shall have a grievance procedure in place where employee can report violations without risk of discrimination.

ix. Anti-Corruption

Suppliers shall not engage in any form of bribery and corruption. Supplier shall abide by all applicable anti-corruption laws and regulations of the countries in which it operates.

x. Whistleblower Protection

Suppliers shall provide anonymous complaint mechanism for their employee to report of actual or suspected violation of law. Such programs shall protect whistleblower's confidentiality and prohibit retaliation.

xi. Environment

Suppliers must comply with relevant legislation and are expected to act in an environmentally responsible manner.

xii. Key Performance Indicators

The key performance indicators, Affluent Cycle Industries Sdn Bhd's (ACI) it's expected to achieved at least 70% of supplier to sign back the acknowledgement of supplier code of conduct.

Approved By:

Teoh Khim How
Managing Director

Supplier's Acknowledgement

We, the undersigned hereby confirm that:

i. We have received and taken due note of the contents of the ACI Supplier Code of Conduct.
ii. We are aware of all relevant laws and regulations of the countries in which our company operates.

Name of Company :

Name and Title :

Signature :

Company Stamp :

Date :

This document must be signed by an authorized representative of the Supplier & returned to ACI.