

Southland Rubber Code of Conduct 20220101

1) Purposes

- a) Southland Rubber Code of Conduct is our Policy on business ethics and behavior.
- b) This document provides guidelines on:
 - i) Upholding our business conduct and high moral commitments, and
 - ii) Management of ethically critical risk areas.

2) Scope and Application

- a) Our Code of Conduct is applicable to all in Southland Rubber, no matter their position or country they are located in, including Southland Rubber Group Companies (owned affiliates and subsidiaries) and other business entities such as joint ventures in which we own a majority of the shares.
- b) All Group Companies' management staff, officers, employees and workers must adhere to this Code of Conduct.
- c) Directors of each Group Company are responsible for implementation of this Policy.

3) Consequences of non-compliance

- a) For any violation of the Code of Conduct, we shall take corrective actions, including:
 - i) Investigation into the cause/s;
 - ii) Corrective education and training;
 - iii) Disciplinary action for breach of conduct against relevant offenders.

4) Core Values of Conduct

- a) **Respect:** To treat all stakeholders in the same manner regardless of background, such as culture, ability, or beliefs.
- b) **Integrity:** To take pride in being consistently honest and sincere; aligning to our ethics standards and values.
- c) **Passion:** To achieve our goals with active enthusiasm, strong will, and momentum to excel.
- d) **Visionary:** To be far-sighted, have wisdom and insight enabling each Group Company to reach higher achievements.

5) Implementation Guidelines

a) Compliance with Laws and Regulations

- i) We are to ensure compliance with the prevailing laws, regulations and appropriate social customs.
- ii) We must avoid bribery of any kind.

- b) **Human Rights**
 - i) We are committed to the principles of the Universal Declaration of Human Rights and associated conventions.
 - ii) We strictly prohibit human rights violations, such as harassment, discrimination, child-labour, and forced-labour.
 - iii) We will develop and implement measures to ensure that such violations do not occur.
- c) **Environment**
 - i) We shall give considerations to the environment in our daily business activities to ensure that we clearly identify the impacts and find solutions to improve.
 - ii) We shall communicate with our business partners and suppliers so that they will share our commitment to the conservation of the environment.
- d) **Anti-Monopoly Practices**
 - i) We shall comply with anti-monopoly laws and ensure that our employees are aware of their requirements and not obstruct competitions by improper means.
- e) **Legitimate Monetary Transactions**
 - i) We shall transparently perform and accurately record all legitimate business and commercial dealings.
- f) **Information Security**
 - i) We shall apply internal management rules of documentary and IT security in order to prevent the leakage of personal and confidential information so as to respect the privacy of others.
- g) **Conflict of Interest and Insider Information Trading**
 - i) Management and employees shall not use Southland Rubber's property and resources for the benefit of others at the expense of the Group.
 - ii) Hence, we exclude any management staff and employee who has real or potential conflict of interest from any decision-making process in relevant business and we restrict employee from trading internal information (that is, applying company's information for personal transactions and gains).
- h) **Intellectual Property**
 - i) We shall protect our intellectual property rights and respect the intellectual property held by other parties by proper policies and rules in the management of property rights.
- i) **Basic Policy on Health and Safety**

- i) We shall maintain appropriate Health and Safety programs to assure that our employees enjoy healthy and safe workplaces and also our customers are provided safe and secure products by observing relevant safety regulations in countries we operate in.

**Updated by the Management of Southland Rubber
1 January 2022**