

POMT SUPPLIER CODE OF CONDUCT

We place the upmost value on fairness, equality and ethics in our dealings and those of our suppliers.

We expect that our suppliers, whether directly or through their supply chain, conduct themselves in accordance with the employ appropriate management systems and processes.

Compliance with Laws

Suppliers are required to operate in compliance with all applicable laws and regulations.

Ethics and Business Conduct

We expect ethical behaviour and integrity from our suppliers in all business transactions. All forms of corruption, extortion or embezzlement are strictly prohibited. Bribes or other means of obtaining undue or improper advantage are not to be offered or accepted. Our intellectual property rights are to be respected.

Human Rights and Labour Standards

Our suppliers are to recognise and commit to upholding the human rights of workers, treating them with dignity, respect and providing safe working conditions.

Reasonable steps are to be taken to identify and eliminate forced labour and inhumane treatment of workers, including opposing all forms of modern slavery, from their operations and supply chains.

Suppliers will not engage in, or condone, any sexual harassment, sexual abuse, mental or physical coercion of workers.

Wages, Benefits and Conditions

Suppliers will compensate workers in compliance with all applicable local wage

laws, including those relating to minimum wages, overtime hours and legally mandated benefits.

Suppliers are responsible for maintaining the workplace in a hygienic and safe manner.

Diversity

Suppliers are expected to respect the diversity of their workforce and others with whom they interact.

Compliance and Monitoring

Suppliers are expected to take reasonable steps to address, remedy and prevent any breach of this Code.

Suppliers must monitor their compliance with this Code, notify us of any significant breaches, allegations of non-compliance or investigation into non-compliance by authorities.

Communicating Concerns

Suppliers can raise concerns about any actual, suspected or threatened breach of this Code through any of the contact points below.

Directly with their relationship contact.

By email to legal@pomt.com