

ambercycle

# Supplier Code of Conduct 2023



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# Ambercycle's mission is to use the past to build the future.

## Vision

We strive to create a harmonious relationship between humanity and the environment. Building circularity is a joint effort. We require our suppliers, subcontractors, brands, and other partners working alongside Ambercycle to support this mission. We are committed to achieving a sustainable social and environmental standard and will only work with trusted partners that adhere to these endeavors.

## Scope

This Supplier Code of Conduct is upheld by Ambercycle and applied to all suppliers, subcontractors, brands, facilities, and other partnerships and serves as a guideline regarding workers' rights, human rights, anti-corruption, and social and environmental responsibility.

## Compliance

We base our requirements on internationally agreed upon standards and practices, such as the Universal Declaration of Human Rights, the UN Convention on the Rights of the Child, and national laws relating to human rights. Acting in good faith, we will uphold and comply with all local laws and regulations relating to human rights, labor, and employment where we operate. Any suppliers, subcontractors, brands, facilities, and other partnerships are required to do the same. Local and national laws must be followed.

# Human Rights

Taking care of our people is a priority at Ambercycle. Respect and care for our fellow humans is upheld by the highest standards. This applies to human rights, workers' rights, child rights, fair treatment, and diversity.

## Child Labor

According to the UN Convention on the Rights of the Child, a person is considered underage and a child up until the age of 18. Ambercycle recognizes the rights of a child to be protected from economic exploitation and hazardous working environments. The legal age of employment in each country or region must be in accordance with local law. Any organization working with Ambercycle must take the necessary preventative measures to ensure that it complies with the legal age of employment in their respective jurisdiction.

## Forced Labor

Ambercycle strives to maintain a healthy and safe working environment for all. Ambercycle will never approve any suppliers, subcontractors, brands, facilities, and other partnerships to utilize child labor, forced labor, unpaid labor, human trafficking in any form, prison, slavery, indentured, bonded, or any unlawful labor.



# Human Rights

## Discrimination, Harassment, & Abuse

Ambercycle does not tolerate any form of discrimination, harassment, or abuse. This may be related to hiring, compensation, advancement, discipline, termination, or retirement – on the grounds of race, caste, gender, gender identity, sexual orientation, color, national origin, age, mental or physical ability, health condition, illness or disease, pregnancy, religion, union membership, marital status, veteran status or political opinion/affiliation and any protected category where we operate. No employee shall be subject to any physical, sexual, psychological, or verbal harassment or abuse by another employee or a third party associated with Ambercycle including any suppliers, subcontractors, brands, facilities, and other partnerships.

## Fair Treatment

Ambercycle is committed to honoring the rights of our employees, as well as complying with all applicable wage and employment laws in all areas of the world in which we operate. All employees are entitled to a written employment contract in a language that they can understand, specifying the employment terms and conditions. Ambercycle has a responsibility to ensure that all employees are aware of their legal rights and obligations.

## Diversity

Ambercycle recruits, hires, and retains the best talent available from around the world. This reflects the markets, consumers, and communities we serve. Developing and retaining a diverse workforce provides us with a sustained competitive advantage. We recognize a diverse mix of backgrounds, skills, and experiences that drive new ideas, products, and services. Ambercycle fosters creativity and offers individuals the opportunity for growth which strengthens our ability to achieve our goals as a team.

## Health & Safety

Ambercycle requires our suppliers, subcontractors, brands, facilities, and other partnerships to always make employees' safety a priority, and actively work to prevent, minimize, or eliminate any safety hazards in the workplace.

# Human Rights

## Work Environment

Any active premise must be maintained on a regular basis and must adhere to a healthy and safe standard. Any workspace shall be organized in a manner that is suitable and comfortable for the worker. There must be sufficient light and ventilation. Workers shall be provided with the appropriate personal protective equipment when entering the respective areas when necessary. Workers shall have access to clean drinking water, toilets, and suitable break rooms as needed.

## Fire Safety

Emergency exits on all floors shall be clearly marked, well lit, and accessible. Evacuation through emergency exits must be possible during working hours. All employees on premise shall be trained in safety protocol and how to react during fire or emergency. Regular evacuation drills for all employees are required with clear evacuation plans as well as knowledge of firefighting equipment and extinguishers.





# Human Rights

## First Aid

Good faith shall be used in preventing accidents or harm to any employees. Relevant first aid kits and equipment shall be available as required. Accidents or fatalities shall be documented by the employer and corrective actions must be implemented to prevent future incidents.



# Social & Environmental Responsibility

Ambercycle has a duty to protect the planet and allow for future generations to grow and evolve. We continuously develop ways to preserve and nourish ecosystems and provide social impact programs by empowering societies, businesses, and communities. Ambercycle expects its suppliers and other business partners to act responsibly, in good faith, and apply best practices.

## Environment

Protecting the environment is our ongoing commitment. We strive each day to create outstanding products while using fewer resources, less water, and serve the greater good. Ambercycle is committed to minimizing any negative environmental impacts arising from our operations. We ask our suppliers and business partners to use best practices and act in good faith.

## Greenhouse Gas Emissions

Ambercycle minimizes emissions by identifying and managing greenhouse gas emissions from our operations. We ask the same from our suppliers and business partners.





# Social & Environmental Responsibility

## Water Management

Water is a scarce resource in many parts of the world and should be used as efficiently as possible. All outgoing wastewater from wet processes must be treated before discharged.

## Chemicals & Hazardous Substances

Any supplier or partner working with Ambercycle shall ensure safe handling, storage, and disposal of any chemicals and hazardous substances.

## Recycling & Waste Management

Waste shall be reduced to the furthest extent, and when applicable reused and recycled. Any waste shall be disposed of in the most environmentally friendly manner available and in accordance with local law.

## Energy Use & Consumption

Energy use should be minimized and not wasted. Renewable energy should be used when possible.

# Data Protection

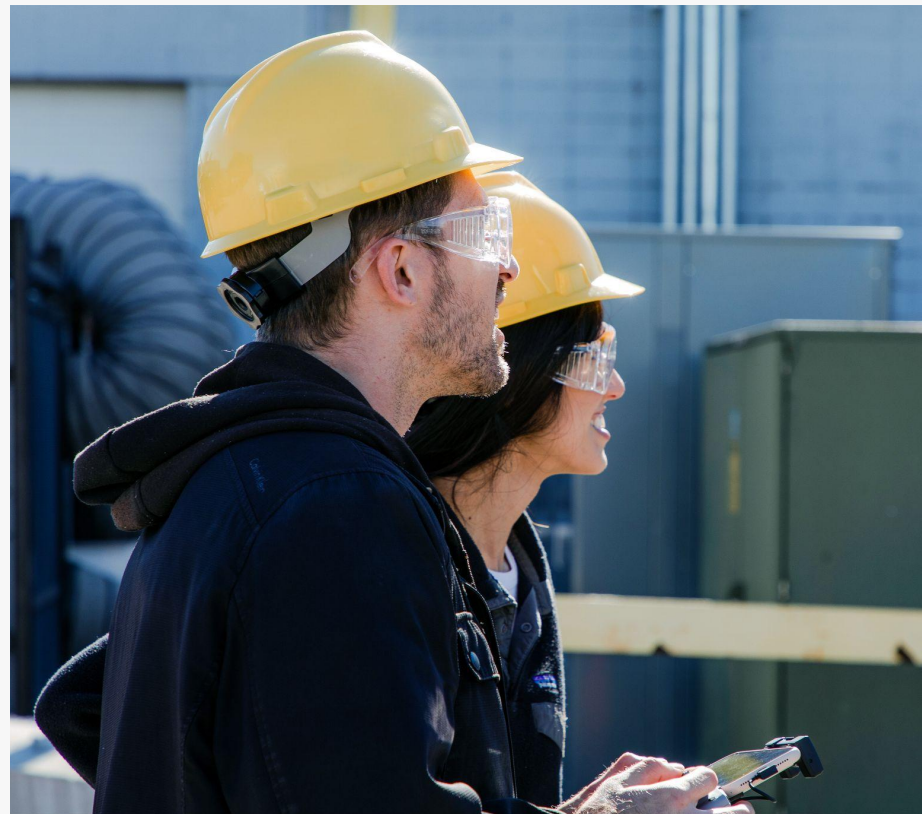
Ambercycle protects confidential information internally and that of its suppliers and partners. Confidential information is not available to the general public and shall remain as such. Ambercycle shares a responsibility for handling sensitive information and asks the same from its suppliers and partners.

## General Data Protection

Ambercycle operates globally and is in compliance with the GDPR (General Data Protection Regulation) and maintains a thorough understanding of our company wide data privacy policies and procedures by completing the required data privacy training courses. Any internal or supplier confidential data is protected, and systems are implemented to sustain this initiative.

## Conflict of Interest

Ambercycle defines a conflict of interest as any situation involving our business in which there is actual impairment, or a reasonable appearance of impairment of an employee's ability to act objectively and independently in the best interests of Ambercycle.



# Anti-Corruption

Ambercycle recognizes that corruption undermines institutions, communities, and societies. This creates barriers and prevents the achievement of environmentally and socially sustainable business and initiatives. Ambercycle does not tolerate or condone any form of corruption regardless of geographic location. Suppliers and business partners must adhere to the same code of conduct and refrain from participating in any kind of corruption or unethical behavior. This may include but is not limited to: bribery, embezzlement, nepotism, money laundering, or illegal tax management.

## Money Laundering

Money laundering is an attempt by individuals or organizations to hide the proceeds of their crimes by making those proceeds appear legitimate. Money laundering is against the law, and we abide by local and federal rules and regulations. Ambercycle does not accept, facilitate, or support money laundering in any form. Our approved payment and sales practices are designed to ensure these laws are not violated.



# Anti-Corruption

## Antitrust & Competition Laws

Ambercycle competes vigorously and fairly. We abide by all competition laws (also referred to “antitrust” laws). These laws can vary from market to market, but their common goal is to preserve free and open competition and to promote a competitive marketplace.

## Enforcement

We expect our suppliers and other business partners to be transparent and actively cooperate to do their part to achieve our standards and not conceal information or intentionally mislead us

# Our Commitment

Ambercycle is committed to preserving our integrity and will always use best business practices and act in good faith. We make a commitment to ourselves, our suppliers, our partners, our ecosystem, and our planet to live by this Supplier Code of Conduct and we ask the same from any organization or individual working with Ambercycle as a trusted partner. Our global operations are guided by these principles.

In establishing this Supplier Code of Conduct Ambercycle has reviewed and considered the principles outlined in this document and recognizes these standards and guidelines which include:



International  
Labour  
Organization

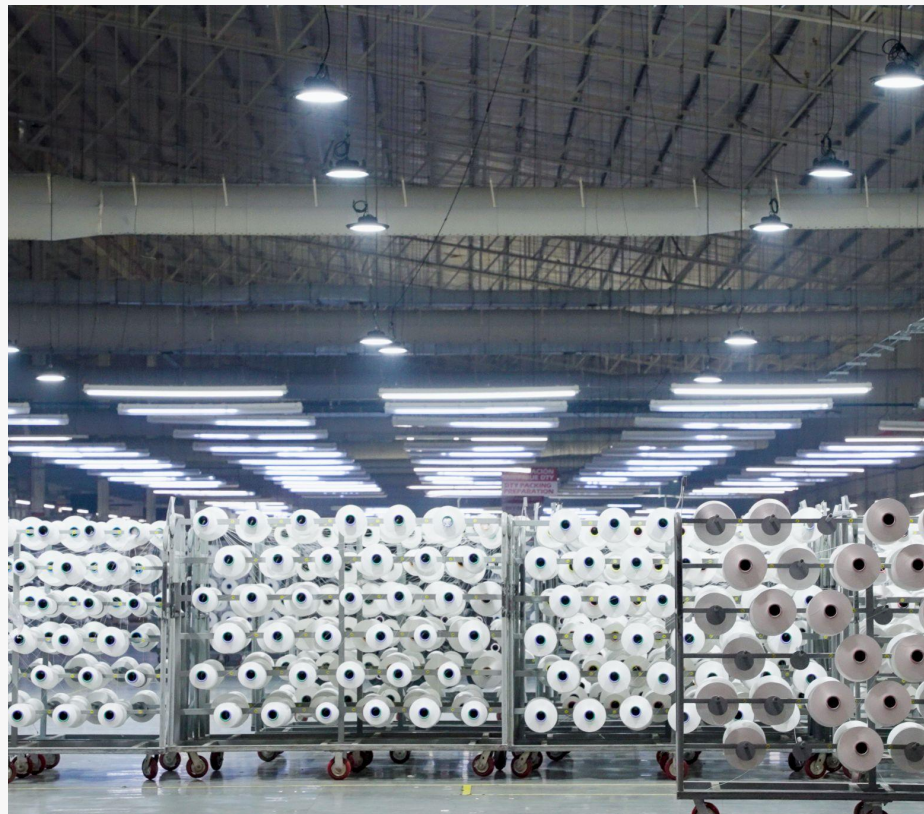


**United Nations**  
Global Compact



We support the efforts of such organizations which seek to improve working and environmental conditions, and we encourage our suppliers and partners to promote these same standards.

The foregoing are topics addressed by various Ambercycle corporate policies, all of which can be made available by the Sustainability & Solutions department.





# Ambercycle Supplier Code of Conduct

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