

Creative Graphics Group

Supplier Code of Conduct

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28th April, 2025	1.0	Senior Management	Board of Directors

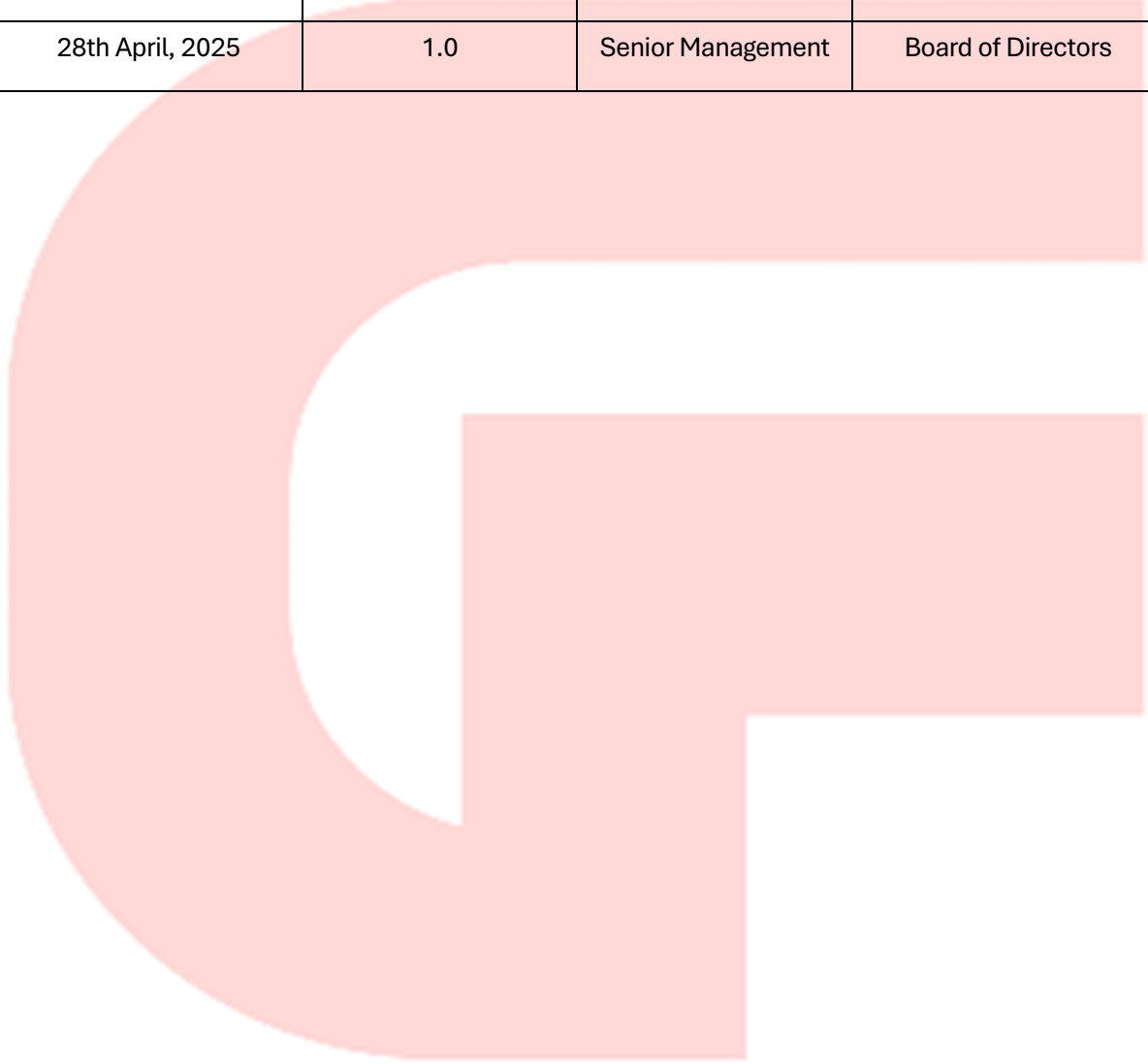


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Introduction

Creative Graphics Group ("the Company") is committed to responsible and ethical business practices across its supply chain. This Supplier Code of Conduct ("Code") sets out the Company's expectations for all suppliers, contractors, service providers, and business partners with respect to ethical conduct, labor and human rights, health and safety, environmental responsibility, and business integrity. By engaging with the Company, suppliers agree to uphold the standards outlined in this Code.

Purpose

The purpose of this Code is to ensure that the Company's suppliers conduct their business in a manner consistent with the Company's values and applicable laws and regulations, forming the foundation for a transparent and accountable supplier relationship.

Scope and Applicability

This Code applies to all suppliers, contractors, service providers, and business partners providing goods or services to the Company, regardless of location or size. Non-compliance may result in review or termination of the business relationship.

Definitions

For the purposes of this Code, the following terms shall have the meanings set out below:

- "Supplier" means any individual or entity providing goods or services to the Company
- "Code" means this Supplier Code of Conduct
- "Business Partner" means any contractors, agents, consultants, and joint venture partners acting on the Company's behalf
- "Forced Labor" means any work performed involuntarily under threat, coercion, or penalty.
- "Child Labor" means the employment of persons below the legal minimum working age, or below 18 years for hazardous work.

Compliance with Laws and Regulations

Suppliers are expected to comply with all applicable local, national, and international laws and regulations in the countries in which they operate. This includes, but is not limited to, laws governing labor, health and safety, environmental protection, anti-corruption, and trade compliance. Where the requirements of this Code exceed those of local law, suppliers are expected to meet the higher standard.

Labour and Human Rights

The Company expects suppliers to respect internationally recognised human rights and uphold fair labour practices, including:

- Employment shall be freely chosen; forced, bonded, or involuntary labour is strictly prohibited.
- No person under the legal minimum working age, or under 18 for hazardous work, shall be employed.
- Working hours, wages, and benefits shall comply with all applicable laws and statutory requirements.
- Discrimination and harassment of any kind in the workplace shall not be tolerated. Suppliers are expected to align with the Company's [Policy on PoSH](#)
- Workers' rights to freedom of association and collective bargaining shall be respected in accordance with applicable laws.

Occupational Health and Safety

The Company expects suppliers to provide a safe and healthy working environment for all workers in compliance with applicable laws, including:

- Workplace risks shall be identified, assessed, and mitigated through appropriate health and safety practices.
- Workers shall be provided with necessary health and safety training, information, and personal protective equipment (PPE).
- All health and safety incidents shall be recorded and reported in accordance with applicable legal requirements.
- Workplace conditions shall safeguard the physical and mental well-being of all personnel.

Environmental Responsibility

The Company expects suppliers to operate in an environmentally responsible manner and in full compliance with applicable environmental laws, including:

- All required environmental permits, licenses, and approvals shall be obtained and maintained.
- Measures shall be taken to minimise emissions, waste, pollution, and resource consumption where feasible.
- Chemicals and hazardous materials shall be handled, stored, and disposed of safely and in accordance with applicable laws.

- Environmental incidents shall be reported to relevant authorities as required by law.

Anti-Bribery and Business Ethics

The Company expects suppliers to conduct business with integrity and in full compliance with all applicable anti-bribery and anti-corruption laws. Suppliers are encouraged to familiarise themselves with the Company's [Anti-Bribery and Anti-Corruption Policy](#), including:

- Bribery, fraud, extortion, and corruption in any form are strictly prohibited.
- Conflicts of interest that could improperly influence business decisions shall be avoided and disclosed.
- Accurate and complete business records and financial documentation shall be always maintained.
- Workers who report unethical or illegal conduct in good faith shall be protected from retaliation.

Data Security and Privacy

The Company expects suppliers who handle confidential information or personal data to implement appropriate safeguards in compliance with applicable data protection laws, including:

- Measures to prevent unauthorised access, disclosure, alteration, or misuse of the Company's confidential information.
- Personal data shall be processed only for purposes agreed upon with the Company and in accordance with applicable laws.
- Any actual or suspected data breach involving the Company's information shall be reported to the Company promptly.

Monitoring and Compliance

The Company reserves the right to monitor and assess supplier compliance with this Code through various oversight mechanisms. Suppliers may be required to complete periodic self-assessments or provide supporting documentation upon request. Furthermore, the Company reserves the right to conduct both announced and unannounced audits, whether performed directly or through authorized third-party assessors. It is expected that suppliers cooperate fully with any compliance assessment by providing accurate and timely information. In instances where non-compliance is identified, suppliers must implement corrective actions within a timeline agreed upon with the Company. Please be advised that serious or repeated violations of these standards may result in the suspension or termination of the business relationship.
