

Supplier Code of Conduct

3PEAK is committed to building a globally healthy, safe, responsible and sustainable supply chain, strictly abide by laws and regulations, and adhere to the highest ethical standards to provide customers with high-quality products and services. 3PEAK requires partners, collaborators and service providers in the supply chain (hereinafter referred to as "suppliers") to strictly abide by the "3PEAK Supplier Code of Conduct", comply with all laws and regulations of the country where they operate, respect national customs and habits, comply with social ethics, and conduct business activities.

Supplier compliance with this Code is one of the considerations when 3PEAK makes cooperative decisions. 3PEAK expects to drive continuous improvement through close cooperation, communication, audit and follow-up assessment with suppliers. Suppliers who fail to comply with these Codes, are unwilling to cooperate with 3PEAK companies or third-party auditors, or fail to cooperate to complete the required improvement measures within a time limit, may result in the termination of 3PEAK business relationship.

The requirements listed below in this Code are the minimum principle to guide suppliers to operate in compliance with regulations. 3PEAK encourages suppliers to engage in production and operation activities at higher than laws, regulations and basic ethical standards, benefit employees, give back to the society, and fulfill corporate social responsibilities.

1. Suppliers should strictly abide by national laws and regulations to carry out production and operation activities. When the requirements of laws and regulations conflict with industry regulations or the requirements of this Code, please follow stricter standards.
2. Suppliers should engage in production and operation activities in accordance with social ethics, safeguard the basic rights and demands of individual survival and development, and protect individual dignity, privacy and rights from infringement to the greatest extent.

3. Establish a fair and just employment relationship with workers and protect the basic rights and treatment of workers in accordance with the law.
4. It is strictly prohibited to use any form of child labor. If you hire a minor worker, you must fulfill the responsibilities and obligations that the minor worker should fulfill in accordance with the law.
5. Working hours should comply with the working hours standards of the labor organization in your area, and work and rest time should be arranged reasonably.
6. Suppliers shall formulate wage and welfare systems in accordance with applicable laws and regulations and industry practices to ensure that employees obtain reasonable wages and benefits. Employees' normal labor income shall not be deducted in any form.
7. Any form of discrimination is strictly prohibited. Do not discriminate or treat employees unfairly due to factors such as ethnicity, race, region, gender, age, political appearance, marital status, religious belief, disability, and sexual orientation.
8. It is strictly prohibited to any form of forced labor, enslavement and exploitation of labor or use of prison workers. No participation or use of labor acquired through human trafficking or hiring any form of slavery. Do not corporal punishment, mental coercion, or bully or harass employees with words and deeds.
9. Suppliers should respect the legitimate rights and interests of employees to join employees' organizations in accordance with the law, express their demands or different opinions, and establish effective channels for collecting and handling employee complaints, opinions and suggestions, listen to employees' voices, follow up on demands in a timely manner, and establish a positive, harmonious and win-win employee communication mechanism.

10. Suppliers should build healthy, safe and reliable workplaces and facilities for employees, and provide necessary training to ensure the health and safety of employees. If catering and accommodation are arranged, the supporting facilities should also be guaranteed for health, safety, comfort and livability.
11. Suppliers should ensure that the impact of their production and operational activities on the environment complies with national environmental protection regulations, and discharge or dispose of waste generated in production and operation activities in compliance with regulations. Rationally use energy and water resources and continuously reduce or eliminate all types of energy consumption through practice, increase the proportion of green energy and new energy use, reduce greenhouse gas emissions, and achieve a low carbon economy.
12. Suppliers shall establish conflict mineral control requirements, stipulate that conflict minerals shall not be purchased or used, and require their subordinate suppliers to also comply and implement, and conduct due diligence on the sources and chains of custody of these minerals, if necessary, to reasonably ensure that their sources comply with the Organization for Economic Cooperation and Development Guidelines on Responsible Supply Chain Due Diligence of Ores from Conflict-affected and High-risk Areas or the equivalent and recognized due diligence framework.
13. Suppliers should strictly abide by international trade regulations and standards, fulfill their obligations to global anti-terrorism cooperation, and shall not support or support any form of terrorist activities in disguise, including but not limited to hiring, harboring, sheltering terrorists or suspected persons who commit anti-human atrocities, entrain or privately hiding deadly weapons or viruses in product packaging or transportation, and publish or disseminate panic information in network systems or intelligent groups at all levels.

14. Suppliers should be committed to the construction of a strict and reliable information security system, reasonably grade all types of commercial information and employee personal information and protect them. No sensitive information such as trade secrets, user confidential data, and employee privacy may be disclosed in any form.

15. Suppliers should respect intellectual property rights and prohibit obtaining professional and technical information through unofficial or other illegal channels and misappropriate or disseminate it.

16. Suppliers should uphold the highest standards of business ethics, be law-abiding and honest in business, and shall not engage in corruption, bribery, extortion and theft, and are prohibited from obtaining benefits through unfair competition or occupying a favorable position in the business.