

# SUPPLIER CODE OF CONDUCT

MARCH 2024



## INTRODUCTION

At iWOW TECHNOLOGY LIMITED ("iWOW"), we embrace the core principles of the UN Global Compact and are committed to fostering ethical business relationships with our suppliers. We expect our suppliers to adhere to the highest standards of ethics, integrity, and corporate social responsibility. This Supplier Code of Conduct serves as a guideline for our suppliers to align with our values and commitments.

### 1. COMPLIANCE WITH LAWS AND REGULATIONS

1.1 Adherence to Legal Requirements: Suppliers must adhere to all applicable laws and regulations in the countries where operations are conducted, including but not limited to, regulations regarding corruption, bribery, insider-trading and ethical business practices.

1.2 Anti-Corruption: Suppliers shall not engage in any form of corruption, bribery, extortion, or embezzlement. They are expected to have robust controls and policies in place to prevent corruption within their organization.

1.3 Conflict of Interest: Suppliers must disclose any potential conflicts of interest that may arise in their business relationships with iWOW TECHNOLOGY LIMITED and handle such conflicts with transparency and integrity.

1.4 Insider-Trading: As iWOW is listed on the Singapore Stock Exchange, suppliers shall ensure that any unpublished Price Sensitive Information obtained in the course of fulfilling its contractual obligations are restricted to direct team members and on a need to know to basis only. Any use of such information for financial gain will constitute an offence of insider trading.

### 2. LABOR AND EMPLOYMENT PRACTICES

2.1 Prohibition of Child Labor: Suppliers are prohibited from employing individuals below the minimum legal working age as per international labor standards and local laws.

2.2 Forced Labor: Suppliers must not utilize forced, bonded, or involuntary labor in any form, and employees should be free to leave employment after reasonable notice.

2.3 Fair Compensation: Suppliers are expected to provide fair wages, benefits, and safe working conditions for their employees, in compliance with all applicable wage laws and regulations.

### 3. ENVIRONMENTAL RESPONSIBILITY

3.1 Compliance with Environmental Laws: Suppliers are required to comply with all pertinent environmental regulations and should strive to minimize their environmental impact through responsible operational practices.

3.2 Resource Management: Suppliers should work towards conserving natural resources, minimizing waste, and promoting energy efficiency in their operations.

#### **4. HEALTH AND SAFETY**

4.1 Workplace Safety: Suppliers must provide a safe and healthy working environment for their employees by offering adequate training, protective equipment, and preventive measures to avoid workplace accidents.

4.2 Occupational Health: Suppliers are encouraged to promote the physical and mental well-being of their employees and provide access to necessary healthcare services.

#### **5. HUMAN RIGHTS**

5.1 Non-Discrimination: Suppliers must treat all employees with respect and dignity, refraining from discrimination based on race, ethnicity, gender, religion, age, disability, or any other protected characteristic.

5.2 Freedom of Association: Suppliers should respect the rights of their employees to join or form trade unions and engage in collective bargaining, in accordance with applicable laws and regulations.

#### **6. DATA PRIVACY & CYBERSECURITY**

6.1 Suppliers must do its utmost to protect any confidential data and personal information in compliance with applicable local laws. Any personal information provided by or on behalf of iWOW should only be used, accessed and disclosed as permitted by the Supplier Agreement. Where applicable, suppliers should implement administrative, physical and technical safeguards that are not less rigorous than accepted industry practices on cyber security such as SG Cyber Trust Mark, ISO 27001 or any other similar industry standard.

#### **7. REPORTING VIOLATIONS**

6.1 Suppliers who become aware of any violations of this code of conduct are obligated to report them to iWOW TECHNOLOGY LIMITED's designated contact person promptly.

### **CONCLUSION**

By adhering to this supplier code of conduct, suppliers of iWOW TECHNOLOGY LIMITED demonstrate their commitment to ethical business conduct and corporate responsibility that are aligned with our company's values and vision.