



# TRU-MARINE SUPPLIER CODE OF CONDUCT

## **INTRODUCTION**

At Tru-Marine, we actively foster ethical business practices and promote responsible behaviour. We augment this further with our Supplier Code of Conduct, which serves as a foundational framework for our valued partners. We believe that sustainable success is built on the principles of integrity, transparency, and social responsibility. As an integral part of our supply chain, suppliers play a crucial role in upholding these values.

This Code outlines the standards and expectations we hold for our suppliers, encouraging collaboration in creating a business ecosystem that not only delivers exceptional products and services but also contributes positively to the communities and environments in which we operate. Together, we aim to uphold the highest standards of conduct, ensuring mutual growth and the creation of a lasting impact.

We are also passionate in building our ESG (Environmental, Social, and Governance) and Sustainability agenda. Our values are deeply rooted in sustainability, ensuring that ESG considerations are integrated into all our business decisions and operational levels, including the way we work with our suppliers.

Our sustainability standards are available on our website: <https://www.trumarine.com/>

The Supplier Code of Conduct defines the standards that we expect from our suppliers in behaviour, processes, and procedures for conducting business, while incorporating all relevant legal requirements. All suppliers are required to comply with this Code of Conduct in addition to all applicable laws and regulations. Tru-Marine's suppliers must uphold the same standards with respect to their own suppliers, contractors, and sub-contractors. All suppliers are expected to respond to our requests for information necessary to demonstrate compliance with this Code.

## **ENVIRONMENT**

Tru-Marine expects our suppliers to play their part in promoting a sustainable future and reducing any adverse impacts on the environment from their operations as far as reasonably possible.

We expect the following from our suppliers:-

- Comply with all applicable environmental, occupational health and safety regulations, quality management standards and applicable conventions on environmental legislation.
- Establish an environmental policy aimed at minimizing environmental impact on climate, natural resources, air, and water quality, while promoting the usage of energy-efficient and environmentally friendly technologies.
- Manage hazardous chemicals and combustible materials responsibly.
- Prioritize the use of sustainable materials and processes in their operations, which may include sourcing materials from responsibly managed sources, promoting the use of recycled materials, and implementing measures to reduce waste.
- Support Tru-Marine's Scope 3 Greenhouse Gas Emissions objectives, including the adoption of renewable energy where possible.



## **SOCIAL**

At Tru-Marine, we advocate for an inclusive and diversified work environment and prohibits discrimination, unequal treatment, harassment, abuse, or inhumane treatment against anyone on the grounds of an individual's ethnicity, religion, gender, nationality, marital status, age and/or any other characteristic.

We expect our suppliers to :-

- Promote inclusivity and diversity within their workforce and supply chain, fostering a culture of equality and respect for all individuals. This includes creating opportunities for underrepresented groups, promoting gender and ethnic diversity, and providing equal access to employment and advancement opportunities.
- Comply with legislation regarding child labour, modern slavery, human trafficking and/or forced labour.
- Ensure that products supplied do not contain conflict minerals which directly/indirectly finance or benefit armed groups and foster human rights abuses.
- Maintain a safe working environment by implementing robust workplace safety policies and procedures supporting employee health and wellness.
- Contribute to and engage with local communities in a transparent and responsible manner, earning our right to operate in a given community.

## **GOVERNANCE**

At Tru-Marine, we adhere to the highest standard of ethical behaviour in everything that we do. We abide by our own internal guidelines as well as local and international laws and regulations.

We require our suppliers to:-

- Comply with all applicable international and local laws and regulations, contractual agreements, and internationally recognized standards and conventions.
- Conduct business professionally, ethically, and with integrity and accountability.
- Prohibit all types of bribery, corruption, and money laundering and adopt relevant policies to guide the right behaviour.
- Implement an employee code of conduct.
- Safeguard the privacy and confidential information and protect the data and intellectual property rights of all business partners.

We reserve the right to conduct audits or assessments to ensure your compliance with this Supplier Code of Conduct. Suppliers found to be in violation of this Code of Conduct are required to take prompt corrective actions to remedy the situation and prevent recurrence. We also reserve the right to discontinue our business relationship for non-adherence to these standards.

By adhering to this Supplier Code of Conduct, we demonstrate our collective commitment to sustainability, ethical business practices, and corporate responsibility. We value your collaboration in advancing the principles embodied in this Code and look forward to



working together to uphold Tru Marine's core values and work towards a sustainable future.