



# Precious Shipping Public Company Limited and its subsidiaries ('the Company')

## Supplier Code of Conduct

### Introduction

The Company aspires to achieve long-term business growth while also caring for the environment and society. We expect suppliers and contractors to adhere to similar standards and to conduct their business ethically. This Supplier Code of Conduct outlines the minimum standards that we expect, and we encourage all suppliers to go beyond these requirements.

**This Supplier Code of Conduct includes requirements in the following areas:**

### Environment

The Company expects suppliers will:

- Strive to improve environmental and resource management.
- Comply with and keep abreast of all applicable environmental laws and regulations.
- Maintain appropriate policies and procedures to manage and assess environmental risks and ensure employees are knowledgeable about those policies and procedures.

### Labor and Human Rights

- **Respect of Human Rights**

Respect the personal dignity, privacy, and rights of each staff employed and shall not discriminate against employees on the grounds of physical or mental differences, race, nationality, religion, gender, age, education, or any other matter.

- **Labor Protection**

- Employing personnel under the minimum legal age is prohibited.
- Pregnant workers shall be protected and provided their legally mandated benefits

### Occupation, Health and Safety

- **Safety & Working Environment**

Implement safety systems for workers and involved persons by providing a safe and healthy work environment; reducing and controlling accident risks and health impacts



associated with performance of duty, transport, and service; and establishing emergency plans to reduce loss.

- **Working hours and wages**

Supplier will, at a minimum, comply with all applicable local laws, regulations and labour standards including those relating to minimum wages, overtime, maximum work hours and rest days and put in place reliable and comprehensive tracking systems to ensure compliance.

## **Governance**

- **Business Integrity and Anti-Corruption**

Conduct business in an ethical manner with adherence to correctness, honesty, integrity and transparency and strictly comply with all applicable laws and regulations. Shall not participate in any fraudulent act or acts of corruption. Shall not offer, give, or promise any bribes, valuables, gifts, or other benefits to any person. Shall not improperly influence any action or decision for their own benefit or for the benefit of any other person.

- **Fairness**

Conduct business responsibly to ensure fair treatment to all stakeholders

- **Information Disclosure**

Provide full and accurate disclosure of information as stipulated by law.

- **Confidentiality**

Do not disclose or use any confidential information of customers or related parties without consent.

- **Intellectual Property**

Respect intellectual property rights of others and undertake not to violate of such rights.

Suppliers and Contractors may acknowledge the above-mentioned principles or demonstrate your commitment by adhering to your own code of conduct or company policies that embrace these standards. The Company reserves the right to conduct audits or assessments to ensure your compliance and will take appropriate steps regarding our relationship with you if there is a reason for concern. The Company reserves the right to terminate any relationship if there is a failure to adhere to international principles, failure to correct violations, or patterns of non-compliance with these standards.