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## Yihai Kerry Arawana Holdings Co., Ltd.

### Supplier Code of Conduct

Yihai Kerry Arawana Holdings Co., Ltd. (hereinafter referred to as the “Company”), as one of the important agricultural products and food processing enterprises in China, highlights the importance of sustainability to the long-term value and business success of the enterprise, and aims to promote the sustainability of the whole society through cooperation with suppliers on environment, social responsibility and corporate governance. The Company formulates the Supplier Code of Conduct (hereinafter referred to as the “Code”) to regulate the behavior of the Company and its suppliers in conducting business. For the better implementation of the Code, the Company will continue to provide supports in various forms to all suppliers to further improve their ability and performance in environment, social responsibility and corporate governance, while helping suppliers better understand and comply with the Code. We look forward to the active cooperation from all suppliers for their common progress with the Company.

#### **1. Scope of Application**

This Code is an uncompromising minimum standard that the Company and its suppliers must comply with when conducting business. All suppliers must abide by this Code. The Company reserves the right at its sole discretion not to establish, suspend or terminate business activities or contractual relationships with suppliers that fail to comply with this Code.

#### **2. Laws and regulations**

Suppliers must comply with all applicable laws, regulations, business permits and mandatory standard specifications in the place where they operate.

#### **3. Environment**

The Company encourages suppliers to adopt appropriate environmental management measures to minimize carbon emissions from operations and their adverse impacts on environmental factors such as air, water, soil, forests and biodiversity.

The Company highlights the sustainability of raw material sourcing. Suppliers of raw materials for agricultural products should avoid deforestation as a result of agricultural

cultivation. The Company opposes the misuse and overuse of chemical fertilizers and advocates the rational use of agricultural chemicals.

#### **4. Product Quality and Safety**

All products and services provided by suppliers must comply with the Company's quality and safety standards.

#### **5. Labor rights**

Suppliers shall comply with all applicable laws and regulations regarding working hours, salaries, welfare, minimum age, working conditions, occupational health and safety and labor relations.

Suppliers shall implement fair, humane and non-discriminatory employment system, treat employees fairly, accord dignity and respect to employees, encourage diversity and inclusiveness, and provide a safe and healthy working environment for all employee activities, and shall not employ any type of forced labor, including compulsory labor, bonded labor, indentured labor or child labor.

If the laws and regulations of the place of business do not limit the freedom of association and the right to collective bargaining, suppliers shall respect employees' right to join or form a union and to engage in collective bargaining and shall use their best efforts to maintain constructive dialogue with them.

#### **6. Information Protection and Intellectual Property Rights**

##### **6.1 Information Security**

Suppliers shall properly protect confidential, proprietary and personal information handled or processed by them to prevent information leakage. Suppliers shall not use or disclose information relating to the Company or engage and/or authorize any third party service provider to process such information without the Company's consent.

##### **6.2 Intellectual Property Rights**

Suppliers shall recognize and respect the intellectual property rights of the Company in respect of its trademarks, works, designs, trade secrets and patents and shall not engage in any activities that may infringe the intellectual property rights of the Company or damage the reputation of the Company.

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## **7. Business Ethics and Integrity**

### 7.1 Fairness and Integrity

Suppliers shall treat their customers, employees, suppliers and business partners in an honest, fair and ethical manner in its business operations. Suppliers shall not engage in anti-competitive, fraudulent, discriminatory, dishonest, illegal or unethical business practices.

### 7.2 Accurate Record

Suppliers in good faith shall promptly provide and the Company with such accurate information as is reasonably necessary to enable it to meet its legal, regulatory and reporting obligations to regulatory authorities including government agencies, financial institutions and stock exchanges. Intentionally creating false, misleading or fraudulent books, records or documents is strictly prohibited.

### 7.3 Anti-corruption

Any form of corruption and bribery is strictly prohibited. Refer to the Anti-corruption Policy of the Company for specific requirements.

## **8. Implementation**

Suppliers shall highlight sustainability, and we encourage suppliers to continuously improve their CSR performance by formulating policies, implementation, recording and evaluating processes and selecting appropriate key performance indicators. The Company requires an interactive and ongoing dialogue with suppliers on the compliance and progress of projects covered by the Code. Suppliers shall leverage their best efforts to communicate transparently with the Company. Suppliers shall contact the Company for any questions and/or comments they may have on the Code.

## **9. Complaints and Whistleblowing**

Any employee or partner of the Company who discovers (or has reasonable grounds to suspect) any improper or illegal behavior in the scope of work shall raise the concern to the Company as soon as possible, or directly complain to the Chairman of the Company (kkh@wilmar.com.sg). Whistleblowers will be protected, for details, refer to the Whistleblower Protection Policy.

## **10. Policy Review**

The Company regularly reviews and updates this Policy in accordance with laws and regulations, its own business development, industry common practices and good standards.

Kuok Khoon Hong  
Chairman, Sustainability Committee  
Yihai Kerry Arawana Holdings Co., Ltd.

December 1, 2021