

NEW WORLD DEVELOPMENT COMPANY LIMITED - SUPPLIER CODE OF CONDUCT

New World Development Company Limited (NWD) is committed to corporate sustainability and actively seeks to work with suppliers who value and act on the principles of sustainable development. During the vendor selection processes, evaluation of a supplier who can demonstrate its commitment to uphold this Supplier Code of Conduct will be one of the major criteria for identifying a successful vendor.

Compliance with Legal Requirements

- Suppliers shall comply with all applicable laws and regulation in areas where they operate.

Ethical Conduct

- Suppliers should operate with the highest ethical standards and should not be involved in any form of corruption, collusion, extortion, fraud, bribery, false declarations or counterfeiting.

Forced Labour

- Suppliers must not use any form of forced labour including prison, coerced, bonded, indentured or trafficked labour.

Working Age

- All employees of the suppliers must not be below the legal working age.

Working hours and Compensation

- Suppliers must provide their employees at least the local statutory minimum wages and benefits.
- Suppliers shall ensure the weekly working hours of their employees must not exceed the legal limit where applicable.

Workplace Health and Safety

- Suppliers are expected to provide a clean, safe and healthy workplace to all employees. Adequate measures, systems and trainings should be implemented to minimise harm to employees.

Discrimination and Rights

- All employees of the suppliers should not be subjected to discrimination in hiring, compensation or discipline on the basis of gender, age, religion, race, sexual orientation, disability, disease, marital status, pregnancy or political affiliation.
- All employees of the suppliers must be treated with respect and dignity. Suppliers are expected to maintain a workplace free of sexual, psychological or verbal abuse or harassment.

Environmental Conservation

- Suppliers should, as far as practical, minimise the potential environmental impacts resulting from their operations.

Responsibility

- Suppliers should educate their employees on their rights and their responsibilities to uphold this Code of Practice.
- Suppliers should have a sustainable procurement policy in place for their own suppliers

Disclosure

- Suppliers are encouraged to demonstrate their commitments and performance through Environmental, Social and Governance (ESG) reporting and to integrate ESG practices into their business practices.