

# ZJLD Group

# Supplier Code of Conduct

Version: A/0

Prepared by: Joint Procurement Department

Reviewed by: CEO

Approved by: Board of Directors

# Supplier Code of Conduct

## Chapter 1: General Provisions

### Article 1

ZJLD has established this Supplier Code of Conduct (the “Code”) to manage supplier ESG risks from the outset, ensuring that suppliers consistently provide stable and sustainable products and services and foster a responsible supply chain.

### Article 2

This Code applies to all suppliers providing raw and auxiliary materials (including grain, base liquor, packaging materials, marketing materials, and anti-counterfeiting materials) and services to the ZJLD and its subsidiaries (the “Group”).

### Article 3

Suppliers must comply with applicable laws and regulations in their operating regions, alongside this Code. The Group prioritizes suppliers who meet these standards and evaluates compliance. Violations may harm the supplier-Group relationship and could result in termination.

## Chapter 2: Human Rights and Labor

### Article 4

Suppliers shall adhere to human rights and labor laws of their operating regions and the core labor standards set by the International Labor Organization (ILO).

### Article 5

Child labor in any form is prohibited, including employment below the minimum age defined by local laws.

### Article 6

Suppliers must eliminate forced labor in all forms, including debt bondage, prison labor, slavery, and trafficking. They shall not require employees to pay any deposits or fees.

### Article 7

Suppliers must comply with local working hours regulations, ensuring that employees do not exceed legal maximums.

### Article 8

Employees must receive timely and reasonable wages that meet basic living standards and local minimum wage laws.

**Article 9**

Suppliers are responsible for employee welfare, providing a safe workplace, clean sanitation facilities, and access to potable water.

**Article 10**

A safe and healthy workplace is mandatory. Suppliers must implement occupational health and safety management systems, conduct hazard assessments, and provide safety training and medical examinations.

**Article 11**

Discrimination in recruitment and employment based on gender, sexual orientation, race, nationality, ethnicity, disability, marital status, pregnancy, religion, political affiliation, or cultural background is prohibited.

**Article 12**

Suppliers must treat employees humanely, prohibiting harassment, corporal punishment, bullying, and any form of verbal or physical abuse and avoid disciplinary practices.

**Article 13**

Respect for employees' rights to freedom of association and collective bargaining is essential. Suppliers must provide formal channels for employee feedback.

**Chapter 3: Environment****Article 14**

Suppliers must comply with environmental laws and regulations, obtaining and maintaining necessary permits and environmental assessments and certificates in a timely manner.

**Article 15**

Compliance with pollution prevention and control laws is essential. Suppliers should actively conduct pre-event control to minimize waste generation (including solid waste, hazardous waste, sewage, exhaust gas and noise) and promote recycling to support a circular economy.

**Article 16**

Monitoring energy consumption and greenhouse gas emissions is required. Suppliers should enhance resource efficiency and invest in technology for energy conservation and carbon reduction.

**Article 17**

Business operations must avoid sites of significant biodiversity. Suppliers should minimize environmental impact and refrain from deforestation.

## **Chapter 4: Business Ethics**

### **Article 18**

Suppliers shall comply with anti-corruption laws and refrain from bribery, embezzlement, fraud, extortion, collusion, money laundering or other unethical practices.

### **Article 19**

Measures to avoid conflicts of interest must be implemented, clarifying employee responsibilities and enhancing oversight.

### **Article 20**

Suppliers must adhere to laws regarding fair trade and competition, avoiding collusion with competitors such as monopolistic syndication (cartel activities) and price manipulation.

## **Chapter 5: Supplementary Provisions**

### **Article 21**

The Joint Procurement Department of the Group is responsible for interpreting this Code.

### **Article 22**

This Code is approved by the Board of Directors and takes effect upon release.