

## Introduction

At UTAC we are trusted partners for safer and cleaner mobility. We are committed to conducting our business in an ethical, responsible, and sustainable manner. We believe that our suppliers play a crucial role in helping us achieve our goals and uphold our values. This Supplier Code of Conduct outlines the principles and standards we expect our suppliers to adhere to when doing business with us. By partnering with us, you agree to comply with the following code of conduct.

## Legal Compliance

Suppliers must comply with all applicable local, national, and international laws and regulations, including but not limited to business ethics, information security, human rights and labour, environmental, and health and safety. Failure to comply with legal requirements may result in the termination of our business relationship.

## Ethical Conduct

Suppliers are expected to conduct their business affairs with the highest standards of integrity, honesty, and transparency. Bribery and money laundering, corruption, and unethical business practices are strictly prohibited.

## Labour and Human Rights

- a. Child Labour: Suppliers shall not employ workers below the legal working age as defined by applicable laws and conventions.
- b. Forced Labour: Suppliers shall not engage in any form of forced labour, including debt bondage, slavery, or human trafficking.
- c. Working Conditions: Suppliers must provide safe and healthy working conditions for their employees, and ensure that working hours, wages, and benefits comply with applicable laws and industry standards.
- d. Non-Discrimination: Suppliers must treat all employees with dignity and respect, and shall not discriminate against individuals based on race, colour, gender, religion, age, disability, sexual orientation, or other protected characteristics.
- e. Freedom of Association: Suppliers shall recognize and respect the right of employees to join or form labour unions and engage in collective bargaining in accordance with applicable laws.

## Environmental Responsibility

To support our commitment to the Science Based Targets initiative ([SBTi](#)), suppliers are encouraged to understand and minimise their environmental impact by implementing sustainable practices, reducing energy consumption, conserving resources, and managing waste and biodiversity responsibly.

Suppliers are encouraged to report sustainability progress back to UTAC to support us to understand and reduce our Scope 3 emissions as detailed in our Science Based Targets initiative ([SBTi](#)) commitment.

Compliance with environmental laws and regulations is mandatory.

## Quality and Safety

Suppliers must deliver products and services that meet agreed-upon quality and safety standards.

They should also provide accurate and complete product information, including safety data sheets or verified third party standards when applicable.

## Confidentiality

Suppliers must respect the confidentiality of any sensitive information, trade secrets, or proprietary data shared with them during the business relationship.

Suppliers must safeguard the integrity and security of their systems, including their cyber security, and comply with the relevant legal requirements, standards, and guidance. Suppliers must inform UTAC's Data Protection Officer if they become aware of any data privacy breach or cyber security incident that affects or has the potential to affect UTAC's data. UTAC's Data Protection Officer can be contacted at the following address: [dpo@utac.com](mailto:dpo@utac.com)

## Supply Chain Responsibility

Suppliers are encouraged to promote responsible sourcing practices within their own supply chains, ensuring that the materials and services they provide are ethically and sustainably sourced.

Suppliers must comply to the Conflict Minerals Regulation, checking that what they buy is sourced responsibly and does not contribute to conflict or other related illegal activities. Guidance can be found on the OECD website.

Suppliers are encouraged to have a degree of business resilience, including their supply chain, in keeping with the extent of products and services supplied to UTAC.

### Reporting and Compliance

Suppliers are expected to promptly report any violations of this Supplier Code of Conduct, or any unethical behaviour observed within their own organization. We may conduct audits or assessments to ensure compliance.

### Continuous Improvement

Suppliers are encouraged to continuously improve their operations and practices in line with the principles outlined in this code of conduct.

We recommend seeking “third party verification” on your ethical, social and environmental performance to assist with reporting and setting targets for continuous improvement.

We recommend that you also work with your suppliers to understand their own ethical, social and environmental impact to support with ongoing reporting and continuous improvement.

### Communication and Training

Suppliers should communicate this code of conduct to their employees and ensure that they understand their responsibilities. Training programs on ethical, social, and environmental responsibilities are recommended.

UTAC is committed to working collaboratively with its suppliers to ensure compliance with this Supplier Code of Conduct. Failure to meet these standards may result in corrective actions, including termination of the business relationship. We believe that by upholding these principles, we can create a better future for our business, our suppliers, and society as a whole.

# UTAC Supplier Code of Conduct

By signing below, you acknowledge your commitment to abide by this Supplier Code of Conduct.

Supplier Name :

Supplier full address :

Supplier registration number :

Authorized Signature (Name & position) : \_\_\_\_\_

Date: \_\_\_\_\_

Signature :