

# SUPPLIER CODE OF CONDUCT

## VIETCIS

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### **1. Purpose**

VIETCIS is committed to responsible sourcing and requires all suppliers to adhere to ethical, social, and environmental standards.

### **2. Scope**

This Code applies to all suppliers, contractors, and business partners providing goods or services to VIETCIS.

### **3. Legal Compliance**

Suppliers must comply with all applicable laws and regulations in the countries where they operate.

### **4. Labor & Human Rights**

Suppliers must ensure:

- No child labor or forced labor
- No discrimination or harassment
- Fair wages and reasonable working hours
- Respect for freedom of association

### **5. Health & Safety**

Suppliers must provide a safe and healthy working environment and comply with occupational health and safety regulations.

### **6. Environmental Responsibility**

Suppliers must comply with environmental regulations, minimize environmental impacts, and promote sustainable practices.

### **7. Business Ethics**

Suppliers must operate with integrity, prevent corruption, bribery, and conflicts of interest.

## 8. Supply Chain Responsibility

Suppliers shall ensure that their own suppliers and subcontractors comply with this Code.

## 9. Monitoring and Compliance

VIETCIS reserves the right to assess supplier compliance through evaluations, documentation reviews, and audits where applicable.

## 10. Legal Responsibility and Enforcement

In the event of a breach of this Code of Conduct, suppliers shall be held legally responsible for non-compliance.

Suppliers must promptly implement corrective actions within a defined timeframe upon notification by VIETCIS.

Failure to comply may result in penalties, suspension, or termination of contracts.

VIETCIS reserves the right to seek legal remedies in accordance with applicable laws and contractual agreements.

## 11. Continuous Improvement

Suppliers are expected to continuously improve their environmental and social performance.

## 12. Commitment

By engaging with VIETCIS, suppliers acknowledge and agree to comply with this Code of Conduct.

Date: 01 January 2026

Approved by: Director – Dương Hoài Nam



GIÁM ĐỐC

*Dương Hoài Nam*