

AGNOS CHEMICALS PTE LTD

SUPPLIER CODE OF CONDUCT

AGNOS-SUP-COC-001

Effective Date: 1st May 2026

1. PURPOSE

AGNOS CHEMICALS PTE LTD is committed to conducting business with integrity, accountability, and responsibility. These principles guide not only our own operations, but also the way we select and work with our suppliers, contractors, service providers, and other business partners. This Supplier Code of Conduct sets out the standards that AGNOS CHEMICALS PTE LTD expects its suppliers to meet. Suppliers are expected to comply with this Code, all applicable laws and regulations, and any contractual obligations. Where there is any difference, the stricter requirement shall apply.

2. SCOPE

This Code applies to suppliers, contractors, vendors, service providers, and, where relevant, their employees, affiliates, subcontractors, and sub-suppliers engaged in work or services connected to AGNOS CHEMICALS PTE LTD.

Suppliers are expected to communicate the principles of this Code within their own operations and supply chains, and to take reasonable steps to promote compliance.

3. BUSINESS INTEGRITY

Suppliers shall conduct business ethically, fairly, and with the highest standards of integrity. Bribery, corruption, fraud, misrepresentation, and any other improper business conduct are strictly prohibited.

Suppliers shall not directly or indirectly offer, give, solicit, or accept any improper payment, kickback, gift, favor, or other advantage intended to influence a business decision or secure an improper benefit.

Suppliers shall avoid actual, potential, or perceived conflicts of interest. Personal, family, or financial relationships must not be used to improperly influence objective business judgment.

4. LEGAL AND REGULATORY COMPLIANCE

Suppliers shall comply with all applicable laws, regulations, and regulatory requirements in the jurisdictions where they operate.

Suppliers are expected to maintain appropriate policies, procedures, and controls to support lawful and responsible business conduct.

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5. FAIR COMPETITION

Suppliers shall compete fairly and comply with applicable competition laws. They shall not engage in anti-competitive conduct such as price fixing, bid rigging, market sharing, or customer allocation.

6. CONFIDENTIALITY AND NON-DISCLOSURE

Suppliers shall protect all confidential, proprietary, technical, commercial, and business information received from or relating to AGNOS CHEMICALS PTE LTD. Such information shall be used only for authorised business purposes and shall not be disclosed to any third party without prior written consent, unless disclosure is required by law.

Suppliers shall take appropriate measures to prevent unauthorised access, use, copying, loss, or disclosure of such information. This obligation applies to all forms of information, whether written, verbal, electronic, visual, or otherwise recorded.

Suppliers shall ensure that their employees, subcontractors, and representatives who have access to such information are subject to appropriate confidentiality obligations and only receive access on a need-to-know basis.

The supplier's duty of confidentiality shall continue even after the business relationship ends, unless otherwise agreed in writing or required by law.

7. HUMAN RIGHTS AND LABOUR STANDARDS

Suppliers shall respect internationally recognised human rights and provide working conditions that are fair, lawful, and respectful of human dignity.

Suppliers shall not use child labour, forced labour, bonded labour, slavery, or human trafficking in any form.

Suppliers shall provide fair wages, lawful working hours, and legally required benefits, and shall not tolerate discrimination, harassment, abuse, or retaliation in the workplace.

Suppliers shall respect employees' rights to freedom of association and collective bargaining where permitted by law.

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8. HEALTH AND SAFETY

Suppliers shall provide a safe and healthy working environment and take all necessary measures to prevent injury, ill health, and unsafe conditions arising from their operations

Suppliers should have, or be working towards, an effective health and safety management approach that includes hazard identification, risk control, legal compliance, emergency preparedness, training, and continuous improvement

Appropriate safety information, instruction, supervision, and protective equipment shall be provided to workers where required

9. ENVIRONMENTAL RESPONSIBILITY

Suppliers shall comply with all applicable environmental laws, regulations, permits, and licence conditions.

Suppliers should manage their environmental impacts responsibly and, where appropriate, establish or work towards an effective environmental management system covering energy and water efficiency, waste management, recycling, emissions reduction, and pollution prevention.

10. INFORMATION SECURITY

Suppliers who are granted access to AGNOS CHEMICALS PTE LTD information, systems, or digital resources shall do so only with proper authorisation and strictly for approved business purposes

Suppliers shall apply appropriate information security controls, including the protection of passwords, access credentials, confidential data, and the use of reliable and properly licensed software and systems.

11. REPORTING AND COOPERATION

Suppliers are expected to promptly report any actual or suspected breach of this Code, any unlawful conduct, or any serious ethical concern connected to their relationship with AGNOS CHEMICALS PTE LTD.

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Suppliers shall cooperate fully and in good faith with any reasonable request for information, review, audit, investigation, or corrective action relating to compliance with this Code of Conduct.

12. COMPLIANCE AND CONSEQUENCES

Compliance with this Code is an important factor in supplier selection, evaluation, and continued engagement.

Where non-compliance is identified, suppliers are expected to take timely and effective corrective action. AGNOS CHEMICALS PTE LTD reserves the right to take appropriate action in response to non-compliance, including suspension, removal from the approved supplier list, or termination of the business relationship

13. DECLARATION

By conducting business with AGNOS CHEMICALS PTE LTD, the supplier acknowledges this Supplier Code of Conduct and commits to comply with its requirements.