



Wison Engineering Services Co. Ltd.

Supplier Code of Conduct

Wison Engineering Services Co. Ltd. ("Wison Engineering" or the "Company") is committed to its vision of becoming a "globally distinguished environmental friendly service provider". The Company places long-term emphasis on key issues including social responsibility, environmental protection, and business ethics, and integrates the principles of sustainable development throughout the operations. The Company promotes this supplier code of conduct (the "Code") to all suppliers providing products or services to Wison Engineering, including their subsidiaries, affiliates, and contractors, with the aim of promoting suppliers' ESG practices and sustainable development. Suppliers are required to comply with all applicable laws and regulations in the jurisdictions where they operate.

This Code applies to all suppliers, contractors, subcontractors, agents, consultants, and other business partners that provide products or services to Wison Engineering. Wison Engineering expects all relevant parties to understand and comply with the principles contained in this Code and, where applicable, to cascade these requirements throughout their own supply chains.

I. Compliance and Responsible Business Conduct

Suppliers shall comply with all applicable national and local laws, regulations, and requirements and adhere to sound business ethics and industry standards, including but not limited to honesty and integrity, protection of intellectual property rights, and safeguarding the interests of customers and other stakeholders.

Suppliers shall establish effective internal control systems to identify and report any violations of business ethics in a timely manner and shall promote equivalent standards throughout their supply chains while fulfilling their social responsibilities.

II. Labour and Human Rights

Suppliers shall uphold the human rights of employees and treat all employees with dignity and respect. These standards apply to all workers, including temporary workers, foreign migrant workers, interns, contractors, full-time employees, and any other types of workers.

2.1 Freely Chosen Employment and Prohibition of Forced Labour

Suppliers shall prohibit all forms of forced, bonded (including debt bondage), indentured, involuntary prison, trafficked, or slave labour. This includes the transportation, harbouring, recruitment, transfer, or receipt of persons through intimidation, coercion, threats, abduction, or fraud for the purpose of obtaining labour or services.

All work must be voluntary, and workers shall have the right to leave their employment freely.



2.2 Child Labour

Suppliers shall not employ child labour in any manufacturing or business process. "Child labour" refers to the employment of any person under the age of 16 or below the minimum legal working age established by applicable law, whichever is higher.

2.3 Working Hours

Working hours shall not exceed the limits established under applicable local laws and regulations.

2.4 Wages and Benefits

Suppliers shall compensate workers in accordance with all applicable wage and compensation laws, including those relating to minimum wages, overtime pay, and legally mandated benefits.

2.5 Humane Treatment

Suppliers shall not engage in harsh or inhumane treatment of employees, including any form of sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, verbal abuse, or other unlawful physical or psychological misconduct.

Suppliers shall support internationally recognized human rights principles, comply with applicable local laws and regulations, treat all employees with dignity and respect, and support employee well-being and work-life balance.

2.6 Non-Discrimination

Suppliers shall provide a workplace free from harassment and unlawful discrimination and maintain zero tolerance for any form of harassment or discrimination.

Suppliers shall not harass or discriminate against employees in recruitment or employment on the basis of legally protected characteristics, including gender, age, ethnicity, nationality, religion, disability, or marital status.

2.7 Freedom of Association

Suppliers shall respect employees' rights to freedom of association and collective bargaining in accordance with applicable laws.

III. Health and Safety

Suppliers shall encourage employee participation in occupational health and safety training and shall enhance employees' awareness and capabilities regarding workplace safety. Suppliers shall assess the safety of facilities, equipment, tools, and work processes, identify and prevent potential hazards, provide and maintain appropriate protective measures, and strive to achieve zero occupational fatalities and illnesses while promoting employee well-being.



3.1 Occupational Safety

Suppliers shall prioritize workplace safety, establish and implement safe work procedures, and provide appropriate training to ensure safety throughout the design, procurement, and construction phases of projects.

3.2 Occupational Health

Suppliers shall promote a healthy workplace, identify potential occupational health hazards, and provide necessary engineering controls, administrative measures, or personal protective equipment (PPE) to prevent occupational injuries and illnesses and protect workers' health.

3.3 Emergency Management

Suppliers shall evaluate potential emergency situations and minimize their impacts through effective emergency preparedness and response programs, including employee training, adequate detection and firefighting equipment, emergency evacuation facilities, emergency response plans, drills, emergency notification procedures, evacuation plans, and recovery plans.

3.4 Occupational Injury and Illness Management

Suppliers shall establish procedures to prevent, manage, track, and report occupational injuries and illnesses, including:

- Encouraging employee reporting;
- Recording and classifying incidents;
- Providing necessary medical treatment;
- Conducting investigations and implementing corrective actions to prevent recurrence; and
- Assisting employees in returning to work.

IV. Environmental Protection

Suppliers shall integrate environmental responsibility into their operational activities, provide services that meet environmental protection requirements, promote energy conservation, carbon reduction, and pollution prevention, minimize adverse environmental impacts, and collaborate with stakeholders to advance environmental protection and sustainable development.

4.1 Environmental Permits

Based on the scope of contracted work, suppliers shall obtain all required environmental permits, approvals, registrations, and filings from competent authorities before commencing operations and shall maintain compliance with applicable requirements and keep such documentation current throughout the operational period.



4.2 Pollution Prevention and Resource Conservation

Suppliers shall reduce resource consumption and improve resource efficiency through process optimization, equipment maintenance, environmentally responsible materials selection, resource management, conservation initiatives, and recycling and reuse programs. Such efforts shall include reducing waste of all resources, including water and energy.

4.3 Hazardous Substance Management

Suppliers shall identify and control hazardous materials and ensure compliance with international standards and local regulations regarding their design, manufacture, import, transportation, storage, use, recycling, and disposal.

4.4 Wastewater and Solid Waste

Before discharging or disposing of wastewater and non-hazardous solid waste, suppliers shall appropriately classify, monitor, and verify compliance with discharge standards and engage qualified service providers in accordance with local legal requirements to prevent pollution of water bodies and soil.

4.5 Air Emissions

Suppliers shall monitor, classify, control, and appropriately treat air emissions, including volatile organic compounds (VOCs), aerosols, corrosive substances, particulate matter, and other pollutants before discharge to ensure compliance with applicable requirements.

4.6 Greenhouse Gases

Suppliers shall understand and monitor energy consumption and proactively review emissions of greenhouse gases, including carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF₆), and nitrogen trifluoride (NF₃).

Where feasible, suppliers are encouraged to identify, track, and record greenhouse gas emissions associated with their operations and continuously improve energy efficiency, reduce energy consumption, and lower greenhouse gas emissions.

Suppliers are also encouraged to increase the use of renewable energy sources, including hydropower, wind power, solar energy, geothermal energy, and biomass energy.

4.7 Biodiversity and Land Protection

Suppliers shall assess and disclose, where appropriate, their dependencies on and impacts on local and global biodiversity. Suppliers shall commit to zero illegal deforestation, reduce adverse impacts on biodiversity, enhance positive contributions, and promote responsible land use and conservation.

Throughout extraction, production, procurement, supply chain operations, utilization, and disposal activities, suppliers shall strive to align with sustainable development principles while managing biodiversity-related risks.



4.8 Resource Efficiency

Suppliers shall minimize environmental impacts by improving resource efficiency. This includes optimizing the use of energy, water, and raw materials; promoting conservation and substitution measures; enhancing recycling and reuse; reducing waste generation; and implementing cleaner production technologies and operational improvements to control emissions at the source.

V. Business Ethics

To fulfil social responsibilities, suppliers shall maintain the highest standards of ethical conduct, including the following:

5.1 Conflict of Interest

Suppliers shall avoid any actual, potential, or perceived conflicts of interest in all business dealings with Wison Engineering.

Examples of conflicts of interest include, but are not limited to:

- Employment by the supplier of Wison Engineering employees or their immediate family members (parents, children, spouses, or siblings);
- Significant ownership interests in a supplier by Wison Engineering employees or their immediate family members, particularly in non-publicly listed companies;
- Unnecessary or excessively frequent private social interactions between suppliers and Wison Engineering personnel responsible for supplier management;
- Relationships involving directors, management, or project personnel that may affect fair and impartial business decisions.

Upon identifying any actual or potential conflict of interest, suppliers must immediately provide written disclosure to Wison Engineering and cooperate with any risk assessment process, including implementing segregation measures, business restrictions, or other corrective actions as required.

5.2 Business Integrity

Suppliers shall prohibit all forms of bribery. Suppliers are required to complete the "Supplier Due Diligence Questionnaire" and sign Wison Engineering's "Integrity Commitment Letter", both of which are mandatory prerequisites for supplier qualification and cooperation.

5.3 Legitimate Business Benefits

Suppliers shall not promise, offer, authorize, provide, solicit, or accept bribes or any other improper advantage.

Suppliers shall not directly or indirectly provide or receive money, gifts, services, or anything of value through third parties for the purpose of obtaining or retaining business, directing business to another party, or securing any improper benefit.



5.4 Information Disclosure

Suppliers shall disclose information relating to labour practices, health and safety, environmental performance, business activities, organizational structure, and financial condition in accordance with applicable laws and industry practices.

Falsification of records or misrepresentation of supply chain conditions is strictly prohibited.

5.5 Intellectual Property

Suppliers shall respect intellectual property rights and appropriately protect intellectual property during technology transfer and cooperation processes.

5.6 Fair Competition

Suppliers shall uphold fair business, advertising, and competition standards and comply with applicable competition and antitrust laws.

Suppliers shall not engage in bid-rigging, price-fixing, discriminatory pricing, or any other anti-competitive conduct.

5.7 Privacy and Information Security

Suppliers shall appropriately protect the personal information and privacy of stakeholders, including downstream suppliers, customers, consumers and employees.

Suppliers shall comply with applicable privacy and information security laws and regulations when collecting, storing, processing, transmitting, or sharing personal information.

VI. Implementation and Communication

This Code constitutes a mandatory requirement for supplier qualification, tender participation, and business cooperation with Wison Engineering. Suppliers must comply with all provisions of this Code.

Wison Engineering will implement a risk-based supplier management approach considering supplier category, scope of cooperation, project risks, geographic risks, and ESG, compliance, and QHSE risk ratings. Such measures may include risk assessments, document reviews, interviews, information requests, and on-site audits, as well as follow-up on corrective actions.

Suppliers shall communicate the requirements of this Code to their subcontractors, second-tier suppliers, and agents and ensure their downstream business partners comply with its provisions.

Suppliers shall maintain complete ESG, compliance, and QHSE records and cooperate with audits, reviews, and verification activities conducted by Wison Engineering or authorized third parties.

Suppliers shall establish appropriate internal management systems to ensure compliance with applicable laws and regulations, business ethics, health and safety, environmental protection, human rights, and labour protection requirements by themselves and their subcontractors, agents, and affiliated suppliers. Supporting documentation shall be provided upon reasonable request by Wison Engineering.



If suppliers identify any actual or potential violations of this Code, they shall immediately notify Wison Engineering in writing and proactively implement corrective actions.

Depending on the severity of the violation, Wison Engineering may implement the following measures:

1. General Non-Conformance: The supplier shall submit and implement a corrective action plan within the prescribed timeframe and undergo follow-up verification by Wison Engineering.
2. Serious Violations: Where significant violations of laws, business ethics, occupational health and safety, environmental protection, or human rights requirements occur, Wison Engineering reserves the right to take actions including formal meetings, reduction of business volume, suspension of bidding eligibility, termination of cooperation, or placement on a supplier blacklist in accordance with contractual arrangements and internal policies.

Wison Engineering maintains a supplier misconduct reporting mechanism. Reports may be submitted anonymously or openly through:

Email: report2compliance@wison.com

Website: <https://www.wison.com/honesty>

Wison Engineering will protect the confidentiality of whistleblowers and strictly prohibits retaliation against any reporting individual.

If a supplier disagrees with any decision made by Wison Engineering, the supplier may submit a written explanation, supporting evidence of corrective actions, or a request for review in accordance with Wison Engineering's established procedures. Wison Engineering will investigate and provide feedback within a reasonable timeframe.

This Code forms an integral part of Wison Engineering's procurement management requirements and must be observed throughout the course of cooperation. Wison Engineering will periodically review and update this Code in response to changes in laws, regulations, regulatory requirements, industry standards, ESG policies, and business practices.