SUPPLIER CODE OF CONDUCT

MUN Global is committed to the highest standards of social and environmental responsibility and ethical conduct, such as with a zero-tolerance approach to all forms of modern slavery practices in its supply chain which include:

a) slavery;
b) servitude;
c) forced labour;
d) deceptive recruiting;
e) forced marriage;
f) debt bondage;
g) human trafficking; and
h) child labour.

This Supplier Code of Conduct is therefore made available to our suppliers and service providers with the goal of strengthening our mutual understanding of how sustainability should be practiced in day-to-day business.

We expect all our suppliers and service providers to share the same commitment by following at least the minimum standards as expressed in this Supplier Code of Conduct and cascade these standards further down each supply chain.

1.0 Child Labour & Employment Young Persons

1.1. Suppliers and Service Providers shall not use child labour, regardless of whether through direct or indirect engagement. A Child is defined as a person who has not completed his or her 15th year of age or as defined by the local law, in which case the stipulated lower age applies in that locality.

1.2. Although not preferred, Suppliers and Service Providers may employ Young Persons if the company abides to the terms as defined by the local law and ensures that Young Persons are protected from labour that is hazardous to their health, safety or morals. A Young Person is defined as a person who is not a Child but has not completed his or her 18th year of age or as defined by the local law, in which case the stipulated lower age applies in that locality.

1.3. Suppliers and Service Providers shall not allow Young Persons they have employed to physically enter or work within MUN Global's office premises.

1.4. If a Child or Young Person is found within MUN Global's premises, the Child or Young Person will be removed from any hazardous or unsafe areas and be appointed a guardian until the Supplier is able to remove the Child or Young Person from MUN Global's premises. MUN Global will require the said Supplier/ Service Provider to implement a corrective and preventive action plan, including education and training. If corrective action is not made within an agreed timeframe, or if further violations occur, MUN Global will terminate all business with the Supplier/ Service Provider.

2.0 Forced or Compulsory Labour

2.1. Suppliers and Service Providers shall not use forced, involuntary or trafficked labour including prison labour.

2.2. Suppliers and Service Providers will not require workers to surrender any government-issued identification, such as a passport, worker permits or any other legal documents, whether as a condition of employment or not. Workers must always and at all times be allowed to maintain control over their identification documents. Workers shall have the right to leave the workplace premises after completing the

standard workday and be free to terminate their employment provided they give reasonable notice to the company.

2.3. Suppliers and Service Providers will not use or condone the use of any forced, bonded or involuntary labour and will not deprive any worker of their freedom.

2.4. Punishment and/ or mental coercion are strictly prohibited. Disciplinary policies should be clearly defined and communicated to all workers.

2.5. Suppliers and Service Providers must ensure that workers do not pay fees or make payments connected to obtaining or keeping employment throughout the hiring process and the period of employment. Suppliers and Service Providers are responsible for payment of all recruitment fees and expenses relating to employment, both in Supplier/Service Provider's country of operation and in the workers' home country.

2.6. Suppliers and Service Providers will provide all workers with a contract of employment detailing their rights together with other key documents in a language the workers understand, preferably in their native language.

2.7. Suppliers and Service Providers will not restrict freedom of movement of workers, including during breaks and rest periods.

3.0 Human Trafficking

3.1. Suppliers and Service Providers will not arrange or facilitate the travel of any person with a view that person is being or will be exploited and will not use or condone human trafficking.

4.0 Coercion and Harassment

4.1. Suppliers and Service Providers will treat each worker with dignity and respect and will not use corporal punishment, threats of violence or other forms of physical, sexual, psychological or verbal harassment or abuse**.**

5.0 Working Hours & Compensation

5.1. Suppliers and Service Providers shall comply with applicable local laws on working hours, rest days and public holidays.

5.2. For example, in Malaysia, normal working hours shall not be more than 48 hours per week and workers shall be provided with at least one rest day for every 7-day period.

5.3. Overtime work shall be carried out solely on voluntary basis. The amount of overtime hours performed by day, week or month shall comply with local regulation.

6.0 Remuneration

6.1. Suppliers, and Service Providers shall pay workers in a timely manner and clearly convey the basis on which workers are being paid, provide legally mandated benefits and shall not deduct from the worker's wage without their written permission or for an item an employer is required to provide.

6.2. Suppliers and Service Providers will compensate workers for overtime hours worked at a premium rate as is legally required or, if there is no legally prescribed premium rate, at a rate at least equal to the regular hourly compensation rate.

6.3. Suppliers and Service Providers shall ensure that wages for a normal work month not including overtime as well as reimbursement rates for overtime shall always meet at least legal minimum standards set by the local law.

6.4. Any salary deduction beyond the approved statutory requirements shall be supported with written approval from the relevant authority as well as worker's consent.

6.5. Deductions from wages as disciplinary measure shall not be allowed if not legally permitted and even where legally permitted, should be minimised.

7.0 Freedom of Association & Collective Bargaining

7.1. Workers shall have the right to join or form unions or worker representatives of their own choosing, without any distinction. Suppliers and Service Providers must not interfere with or obstruct the formation of unions or worker representatives.

7.2. Worker representatives recognized by the respective Supplier or Service Provider shall not be discriminated against and afforded access to carry out their representative functions in their workplace.

7.3. Subject to the provisions of the local laws of the Supplier/ Service Provider's country of operation, if the Supplier/ Service Provider's workers have chosen lawfully to be represented by third parties, the Supplier/ Service Provider must bargain in good faith and not retaliate against their workers for their lawful participation in labour organization activities.

8.0 Discrimination

8.1. Suppliers and Service Providers will not discriminate in hiring and employment practices, including salary, benefits, advancement, discipline, termination or retirement, on the basis of race, religion, age, nationality, social or ethnic origin, sexual orientation, gender, political opinion or disability.

8.2. Suppliers and Service Providers shall promote an inclusive work environment that values the diversity of all its workers.

9.0 Disciplinary Practices

9.1. All workers shall be treated with dignity and respect. Suppliers and Service Providers shall not use corporal punishment or salary deduction as a disciplinary measure.

9.2. Suppliers and Service Providers shall not allow any behaviour that is threatening, abusive, exploitative or sexually coercive including gestures, language and physical contact.

10.0 Ethical Business Behaviour

10.1. Suppliers and Service Providers provider must conduct their overall business with integrity.

10.2. Any acts of corruption, extortion, embezzlement, bribery, fraud or falsification of information initiated or knowingly participated by any Supplier or Service Provider shall not be tolerated.

10.3. MUN Global adopts a zero-tolerance policy against bribery and other forms of corruption. We encourage any Supplier or Service Provider who have reason to believe such malpractice is occurring or has occurred to report it to MUN Global's personnel.

11.0 Health and Safety

11.1. Suppliers and Service Providers shall provide a safe and healthy work environment and take effective steps to prevent potential health and safety incidents and occupational injury or illness arising out of, associated with or occurring in the course of work.

11.2. Suppliers and Service Providers shall minimise or eliminate, so far as is reasonably practicable, the causes of all hazards in the workplace environment based upon the prevailing safety and health knowledge of the industry sector and of any specific hazards.

11.3. All Suppliers and Service Providers should implement the highest standards of occupational health and safety by applying a health and safety management approach appropriate to the business. This includes regular workplace risk assessments, implementation of adequate hazard control and precautionary measures as well as proper storage and disposal of chemicals. Workers are to be adequately educated and trained in health and safety issues and provided, when at work, proper personal protective equipment.

11.4. Suppliers and Service Providers will provide workers with a safe and healthy workplace in compliance with all applicable laws and regulations, ensuring there is, at a minimum:

a) reasonable access to drinkable water and sanitary facilities;
b) reasonable access to appropriate and adequate fire safety measures and facilities; and
c) reasonable access to appropriate and adequate lighting and ventilation facilities.

11.5. Where hazards remain after effective minimisation or elimination of the causes of all hazards in the workplace environment, Suppliers and Service Providers shall provide their workers with appropriate personal protective equipment as needed at the employer's own expense, including replacements when necessary.

11.6. Suppliers and Service Providers will also ensure that the same standards of health and safety are applied in any housing that they provide for workers, including adequate, safe and hygienic facilities for sleeping, bathing, personal storage, cooking and eating. **At a minimum, housing provided must conform to all relevant housing standards and acts.**

11.7. Suppliers and Service Providers will ensure each facility is equipped with an emergency plan and required arrangements for detection, evacuation and response, including functioning and accessible alarms, lighting, exits and firefighting equipment.

12.0 Environment

12.1. Suppliers and Service Providers shall at a minimum comply with all applicable legal environmental requirements to minimise its environmental impact.

12.2. Suppliers and Service Providers shall at a minimum comply with all applicable environmental laws, regulations and standards as well as implement an effective system to identify and eliminate potential hazards to the environment.

12.3. Suppliers and Service Providers are recommended to take measures to minimize or eliminate adverse impacts on human health and the environment throughout the supply chain which includes minimizing pollution, greenhouse gas emissions in production and transport and promoting an efficient and sustainable use of resources, including energy and water.

12.4. Suppliers and Service Providers should strive to support national climate protection goals and initiatives through the products and services they deliver (e.g. by providing relevant data on climate protection). In this regard, MUN Global expects Suppliers and Service Providers to take climate protection appropriately into account in their own operations, for example by setting climate protection goals for themselves and achieving them.

13.0 Conflict Minerals

13.1. Conflict Minerals are defined as minerals originating from the Democratic Republic Congo or surrounding countries (Central Africa Republic, South Sudan, Zambia, Angola, Tanzania, Burundi, Rwanda and Uganda).

13.2. MUN Global requires Suppliers and Service Providers to undertake steps to identify whether Conflict Mineral are contained in the products they manufactured (or contracted to be manufactured by it), including determining the country of origin of raw minerals used in production.

13.3. If these minerals are contained in their products, MUN Global requires Suppliers to take reasonable steps in a timely manner to eliminate the use of Conflict Minerals at a minimum in products supplied to MUN Global

14.0 Bribery and Corruption

14.1. MUN Global operates a zero-tolerance policy when it comes to bribery and corruption. Suppliers and Service Providers must comply with all local laws and regulations concerning prohibitions on bribery and corruption.

14.2. Suppliers and Service Providers must not, while conducting business with or on MUN Global's behalf, pay, accept, loan or offer a bribe, kickback or improper payment to anyone. In addition, Suppliers and Service Providers must not hire any third party to do something it cannot ethically or legally do itself.

14.3. For the purposes of compliance with this Supplier Code of Conduct, a "bribe" includes anything of value, including money, gifts, loans or other favours that may influence or appear to influence the recipient's business decisions or compromise independent judgment. A "kickback" is the return of a sum already paid or due to be paid as a reward for making or fostering business arrangements.

14.4. Suppliers and Service Providers must also not engage in any facilitation payments i.e. small payments intended to speed up routine government actions when doing business. MUN Global does not distinguish between "facilitating payments" or any other bribe and expects Suppliers and Service Providers to adhere to the same standard.

15.0 Data Protection and Confidentiality

15.1. Suppliers and Service Providers shall adhere to applicable data protection and security laws as well as to respective regulations in particular with regard to personal data of workers, customers, and other relevant third parties. Suppliers and Service Providers shall comply with all said requirements when personal data is collected, stored, used, transferred and disposed of, including operating measures to protect data from unauthorised disclosure and action plans to remedy any kind of breach of data privacy.

15.2. Suppliers and Service Providers shall safeguard and make only legitimate use of confidential information. Suppliers and Service Providers shall not disclose any information that is not known to the general public. Confidential information must be stored in a secure manner to prevent unauthorized access.

16.0 Whistleblowing and No-Retaliation

16.1. Suppliers and Service Providers shall maintain a confidential platform easily accessible to all workers and encourage workers to report any non-compliance with this Supplier Code of Conduct without fear of retaliation. The Supplier/ Service Provider will investigate all such reports and will take corrective action as appropriate.

17.0 Other Laws

17.1. Suppliers and Service Providers shall comply with applicable laws and regulations designed to combat money laundering activities. Suppliers and Service Providers shall maintain financial records and reports according to international laws and regulations.

17.2. Suppliers and Service Providers shall comply with all applicable trade and import regulations including sanctions and embargoes that apply to their activities. Suppliers and Service Providers shall comply with applicable competition and anti-trust laws.

17.3. Suppliers and Service Providers shall disclose any actual or potential conflict of interest with MUN Global. A conflict of interest arises when an individual has a private/ personal interest which could appear to influence their decisions. Such conflict of interest situations include a relationship by blood or marriage, business relationship partnership or investment.

17.4. Suppliers and Service Providers will comply with all applicable laws and regulations, including those pertaining to the manufacture, pricing, sale and distribution of merchandise. All references to “applicable laws and regulations” in this Supplier Code of Conduct include local and national codes, rules and regulations as well as applicable treaties and voluntary industry standards.