



# Evergreen Aviation Technologies Corporation Supplier Code of Conduct

Evergreen Aviation Technologies Corporation (below, “EGAT” or “the Company”) is dedicated to implementing corporate social responsibility, and expects all suppliers cooperating with us to practice the same, and to work with us to achieve corporate sustainability. Referring to international regulations, such as those of the UN Global Compact, International Labor Organization (ILO), Organization for Economic Co-operation and Development (OECD), Social Accountability 8000 International Standards (SA8000), ISO Social Responsibility standards (ISO 26000), Global Reporting Initiative (GRI), and the UN Guiding Principles on Business and Human Rights, the Company hereby stipulates that all suppliers, contractors, subcontractors, and service providers who provide products or services to EGAT must adhere to the Supplier Code of Conduct. In addition, EGAT requires that all suppliers confirm their compliance with this Code to establish and maintain good cooperative relationships. Suppliers’ acknowledgement of and actual compliance with this Code are conditional for the establishment, renewal, or maintenance of cooperative relationships with EGAT.

## 1. Human Rights and Working Conditions

Suppliers must commit to upholding the human rights of workers, and to giving workers the protection and respect they deserve.

### 1.1 Freely Chosen Employment/Prohibition of Forced Labor

It is forbidden to practice forced labor or bonded labor, or use imprisonment, violence, or intimidation to make workers provide services.

### 1.2 Child Labor and Young Workers

- It is strictly forbidden to employ children who have not reached the age regulated by the local law of the place where the operation is located.
- The employed young workers must not be engaged in work that is likely to jeopardize their health or safety.

### 1.3 Non-discrimination and Anti-harassment

Suppliers must commit to building a workplace free of discrimination and harassment, and must not engage in discrimination against job applicants or employees based on race, color, age, gender, ethnicity, nationality, disability, pregnancy, religion, political affiliation, or marital status. In addition, suppliers must prohibit any form of workplace harassment, including but not limited to sexual harassment, verbal or physical abuse, intimidation, bullying, humiliation, or other conduct that creates a hostile or unsafe work environment; and suppliers must provide a respectful and equitable work environment.



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## 1.4 Humane Treatment

There must be no harsh or inhumane treatment for workers, including any form of harassment, offense, corporal punishment, and coercion, nor the threat of any similar actions.

## 1.5 Working Hours

Suppliers must ensure the reasonable arrangement of working hours, rest periods, and working hour systems as regulated by the local law of the place where the operation is located. Working hours must not exceed the maximum allowable limit set by the law. Workers who work overtime must be compensated for overtime, or granted the same amount of compensatory time in accordance with the regulations; suppliers must ensure sufficient rest and recovery time for workers.

## 1.6 Wages and Benefits

Compensation paid to workers must comply with all applicable local laws of the place where the operation is located. It is prohibited to deduct wages as a disciplinary measure. Compensation must be paid on time and come with a clear wage statement for each pay period, to verify accurate compensation for work performed. Supplier must ensure fair and reasonable benefits for workers to support their basic needs and well-being.

## 1.7 Freedom of Association and Collective Bargaining

In compliance with the local law of the place where the operation is located, suppliers must respect the rights of all workers to organize and join the unions of their choice, to bargain collectively, and to engage in assemblies, as well as the right of workers to avoid such activities. Collective bargaining refers to negotiations between an employer or employer organization and a labor union or multiple labor union organizations to determine working conditions or terms of employment, or to define the scope of the labor-management relationship. Suppliers shall conduct such negotiations in good faith and ensure that the process is free from retaliation, threats, or interference.

## 1.8 Work Environment and Mental Health

Suppliers must provide a safe and hygienic work environment that meets legal requirements, and ensure that workers are free from workplace hazards and risks. Also, suppliers must pay attention to their workers' mental health by fostering an environment of mutual support and respect, and one free from harassment and discrimination. Workers' stress and psychological burdens related to work must be properly managed, to promote physical and mental health and work performance.



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## 2. Occupational Safety and Health

To prevent occupational injury, suppliers must improve workers' awareness and capacity in occupational safety and health, evaluate workplace safety, and provide and maintain safety protective devices so as to establish a safe, healthy, high-quality working environment.

### 2.1 Occupational Safety

To ensure operating safety in all phases of work, workers must be empowered to identify, evaluate, and control potential risks in the workplace through proper design, engineering and administrative controls, preventative maintenance, safe work procedures, and ongoing training.

### 2.2 Emergency Preparedness

Suppliers must evaluate potential emergency situations and events, and must minimize the impact of accidents by implementing emergency response procedures, including training, appropriate fire detection and firefighting equipment, adequate evacuation facilities, emergency response plans, drills, emergency reporting, and evacuation and recovery plans.

### 2.3 Occupational Injury

Suppliers must notify EGAT immediately when the implementation of a contract related to the Company results in any accidents or incidents.

### 2.4 Training and Communication

Suppliers must provide training, guidance and supervision, and take necessary preventive measures to prevent accidents and harmful incidents. Suppliers must provide associated training and communication to workers with information written in a language they can understand, so it is clear to them. In addition, related information on health and safety must be posted where it can be easily seen in the workplace, or placed at a location that is identifiable and readily accessible to workers.

## 3. Environmental Protection

In order to protect natural resources, suppliers must minimize or eliminate the use of harmful substances, reduce energy consumption and greenhouse gas emissions, and advocate resource recovery and reuse. Suppliers must adopt efficient operating methods to minimize adverse effects on the environment, and strive to maintain and protect forests and biodiversity, so as to achieve stability and balance in climate and natural ecosystems.

### 3.1 Permits and Compliance



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Suppliers must obtain all required environment permits, licenses, approvals, and other associated documents; must fully comply with the laws and regulations during the operating period; and must update the aforementioned documents in a timely manner.

### 3.2 Energy and Greenhouse Gas Management

During suppliers' material production and service provision processes, suppliers must support the net-zero emissions target and climate change mitigation actions by striving to minimize energy consumption and emissions of greenhouse gases (such as CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, and SF<sub>6</sub>).

### 3.3 Pollution Prevention and Waste Management

Preventive measures must be taken to prevent the emission of pollutants, including air pollutants (such as particulate matter, lead, and sulfur dioxide), wastewater, and solid waste (including non-hazardous and hazardous waste).

Suppliers must establish associated management system to ensure that exhaust gas, wastewater, and waste are properly managed and controlled in accordance with regulations before they are discharged, stored, transported, recycled, or reused, to further prevent adverse effects to human health or to the air, water, or soil due to pollution.

### 3.4 Resource Efficiency and Conservation Measures

Suppliers must implement product design and manufacturing optimization, to enhance raw material and water resource utilization efficiency. Suppliers must effectively reduce resource consumption and waste generation through organizational/technological changes, to achieve sustainable use of resources and a circular economy.

### 3.5 Promoting Adoption of Renewable Energy

Suppliers are encouraged to use renewable energy in their operating processes, to minimize carbon emissions and mitigate the environmental impacts of climate change. Renewable energy includes, but is not limited to, solar energy, wind energy, hydropower, biomass energy, and geothermal energy.

### 3.6 Hazardous and Harmful Substances

Suppliers must identify and control hazardous and harmful substances, to ensure their safe handling, transport, storage, use, recycling, reuse and disposal.

### 3.7 Protecting Forests and Biodiversity



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Suppliers must mutually comply with EGAT's Biodiversity and Zero Deforestation Commitments:

- No illegal exploitation or illegal establishment of operating sites in forested areas, areas of high conservation value, important nature reserves areas, sensitive biodiversity areas, or wetlands.
- Avoiding operations and operating sites being set up in/adjacent to important nature reserves or sensitive biodiversity areas. If such operations have an impact on the environment, adopting mitigation actions (avoiding; reducing; restoring; offsetting).
- Avoiding operations that destroy protected trees in any way.
- Avoiding the use of species that are listed as “of concern” by the International Union for Conservation of Nature and Natural Resources (IUCN) in products, services, or ingredients.
- Sourcing internationally-certified sustainable forestry products from qualified producers/suppliers, in order to protect forests and areas of high conservation value; and, where information is available, not purchasing goods from any supplier that directly or potentially causes deforestation.
- Supporting improvements in sustainable agroforestry, biodiversity, afforestation, and natural ecosystem restoration.

### 4. Business Ethics

Suppliers must uphold the highest standards of ethics and maintain integrity and reliability in implementing business ethics.

#### 4.1 Principle of Integrity

The highest standard of ethics must be upheld in all business interactions. Suppliers must have a zero-tolerance policy in prohibiting any and all forms of corruption, extortion, embezzlement, fraud, bribery, insider trading, and exchange of interests.

#### 4.2 Avoiding Conflicts of Interest

Suppliers must avoid any possible conflicts of interest when engaging in business with the Company, and must reveal to the Company situations that might be considered to constitute a conflict of interest, including (but not limited to) where an internal employee of the Company or his/her close relative (parent, child, spouse, or sibling) is employed by the supplier or has a significant investment relationship with the supplier.



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### 4.3 Fair Trade and Antitrust

Suppliers must comply with fair trade and antitrust regulations, and must treat sub-suppliers fairly and give them the opportunity to compete fairly. All forms of antitrust behavior must be prohibited, including but not limited to bid rigging, price fixing, and other acts that violate antitrust laws.

### 4.4 Intellectual Property Rights

Suppliers must comply with and implement regulations on intellectual property rights protection, and must avoid any form of infringement.

### 4.5 Whistle-Blower System

Each suppliers must establish a management mechanism to protect whistle-blowers, and to ensure the confidentiality of their identities and of reported information. Inappropriate disciplinary actions are prohibited, and whistle-blowers must be free from fear of retaliation.

## 5. Sustainable Supply Chain

To reduce the risk of business interruptions, and to continue to achieve sustainable business operations, suppliers must implement the following specifications:

### 5.1 Communicating the Sustainability of the Supply Chain

A procurement policy must be developed to ensure the commitment to responsible procurement; the procurement policy/regulations/requirements must be communicated to suppliers; and their compliance status must be managed and controlled.

### 5.2 Regulatory Compliance

If there is physical evidence to suggest that any supplier has violated the rules, it must be proactively investigated and handled, and the violating supplier must be required to make improvements within a specified period of time.

### 5.3 Business Continuity

To reduce potential supply chain risks, suppliers must have emergency response plans to provide products and services.

## 6. Duty of Confidentiality and Information Security

To maintain a good business relationship, suppliers must protect information with due care and ensure that correspondence information will not be disclosed.



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## 6.1 Duty of Confidentiality

It is prohibited to disclose the entirety or a part of any confidential information in any form, directly or indirectly, to any third party; it is also forbidden to use obtained confidential information for any purpose other than the cooperation purpose.

## 6.2 Information Security

Suppliers must implement information protections and ensure the security of information systems, including preventing unauthorized access, use, disclosure, damage, modification, viewing, recording, and destruction.

## 7. Management System

Suppliers must establish management regulations that comply with applicable laws and the requirements of this Code, to ensure the implementation of this Code.

### 7.1 Management Responsibility

Suppliers must clearly designate management representative(s) who are responsible for associated management regulations. The management must review the operating status of associated management regulations on a regular basis.

### 7.2 Risk Assessment and Management

Suppliers must identify and reduce associated risks, establish management measures and goals, and review/examine them on a regular basis.

### 7.3 Training

Suppliers must conduct associated training for the management and workers, and their level of awareness must be assessed after training, to meet the requirements of the regulations/this Code.

### 7.4 Communication

Suppliers must truthfully communicate the policies, goals, and measures associated with this Code to their employees and suppliers, and must establish effective communication mechanisms and complaint procedures.

### 7.5 Documents and Records

Suppliers must establish and retain files and records associated with this Code, to ensure compliance with this Code's requirements.



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### 7.6 Encouraging Establishment of Management Systems

When selecting suppliers/making purchases, the Company will provide positive evaluations to suppliers that have established management systems for quality, environment, energy, occupational safety and hygiene, information security, corporate social responsibility, etc.

Name of Company: \_\_\_\_\_

Authorized Representative: \_\_\_\_\_

Date: \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_  
Month Day Year