



Avail Policy Statement  
Supplier Code of Conduct and Ethical  
Trading Policy  
Supplier Compliance Form – ENGLISH



## AVAIL POLICY STATEMENT

### Code of Conduct and Sustaining Processes Trading Policy

Avail is committed to meeting its consumers' and stakeholders' expectations to supply high quality products that are sourced and manufactured in a fair, ethical and environmentally responsible way. We acknowledge the role that suppliers play in the success of our business and recognize that we have a responsibility to work closely with our suppliers to achieve these expectations.

This policy sets out the minimum standards that we expect of ourselves and our suppliers. Additionally, we expect our suppliers to apply similar standards and principles with their suppliers throughout the supply chain.

We require suppliers to confirm their compliance to 'Our Standards' set out below within this policy. Compliance is a contractual requirement for all of our suppliers.

Where non-compliance is identified, the Supplier will work to prioritize concerns, derive a remediation plan, and execute results. The Supplier will communicate within 60 days of any violations or non-compliance of materials, components, or services that can be tied to Avail's orders. The Supplier will also regular status provide the plan to remedy the non-compliance and provide updates to Avail until fully resolved. Where this approach fails, we reserve the right to take proper steps, up to and including termination of contract.

This policy also applies to any businesses you may acquire, though we acknowledge the need for the business to make the transition in accordance with a timeline agreed in a post-acquisition plan. However, we request that you identify and remedy major breaches of 'Our Standards' promptly.

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## Our Standards

### Human Rights

- Standard 1: Support and respect the protection of internationally recognized human rights.
- Standard 2: Ensure that the business is not complicit in human rights abuses.

### Labor

- Standard 3: Eliminate all forms of forced and compulsory labor to include modern slavery, human trafficking, and requirements under the Uyghur Forced Labor Prevention Act (UFLPA).
- Standard 4: Effectively abolish child labor. Suppliers must conform to the provisions of the ILO Convention 138 Minimum Age for Admission to Employment.
- Standard 5: Eliminate discrimination in respect of employment and occupation.
- Standard 6: Commitment to and documentation of compliance with all local employment laws pertaining to employee rights, working hours, rest days, wages and holidays.
- Standard 7: Employee protection with respect to 'whistle-blowing' and a documented employee grievance process and procedure.
- Standard 8: Training and processes in place to prevent, detect and respond to safety and health risks.

### Environmental Protection

- Standard 9: Adopt a precautionary approach to environmental challenges.
- Standard 10: Undertake initiatives to promote greater environmental responsibility.
- Standard 11: Encourage the development and implementation of environmentally friendly technologies.
- Standard 12: Respond promptly to Avail's requests regarding sustainability commitments and progress.

### Anti-Corruption

- Standard 13: Work to prevent corruption in all its forms, including extortion and bribery.
- Standard 14: Compliance with regulations and laws surrounding any gifts, favors, or entertainment to or from Avail employees, customers, or family members.

### Business Practices

- Standard 15: Encourage integrity in ethical reasoning and decision making:
- Do what you say you are going to do
  - Do the right thing
  - Be honest and forthright
- Standard 16: Comply with all laws and legal requirements within the countries in which the products will be used.
- Standard 17: Comply with Avail's requirement to provide products and material free of Conflict Minerals mined or produced in the Countries of Angola, Democratic Republic of the Congo, Burundi, Central African Republic, The Republic of the Congo, Rwanda, South Sudan, Tanzania, Uganda,, and Zambia. Conflict Minerals are tin, tungsten, tantalum, and gold.
- Standard 18: Work to provide Avail with products with a high level of quality, safety, and total cost value.
- Standard 19: Adhere to confidentiality agreements.

Standard 20: Show passion for excellence in quality, service, costs, and long-term alliances.  
Standard 21: Avoid conflicts of interest with Avail , its Brands and their respective employees.



## MANAGEMENT AND REPORTING

Avail takes a risk and responsibility-based approach to our supply chain management. One central part of this approach is the provision of information to Avail in an honest and transparent manner. We may require information on, but not limited to the following:

- all packaging and raw material suppliers
- all suppliers of premium / scarce materials
- all suppliers of goods and services

We expect our suppliers to monitor changes to their business and, where risks, concerns, or evidence of activity contrary to this agreement have been identified, act promptly to remedy any such issues. We encourage our suppliers to work alongside us in promoting this policy and ensuring that we trade on a global scale in a responsible and ethical manner.

For suppliers for which risks have been identified, we retain the right to conduct audits and work with suppliers to develop appropriate remediation plans. We may also work with relevant industry-wide initiatives to manage our concerns, where appropriate.

We reserve the right to review this policy and make revisions as needed. We also undertake to conduct training and awareness building amongst our procurement teams and, where relevant, our suppliers.

It is our goal to work towards continual improvement of conditions in our (and our Brands') supply chain and we welcome any views or support from our stakeholders on best methods to achieve such improvement.

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