

# Supplier Responsibility

At Elestar technologies Limited, we are committed to ensuring that our suppliers adhere to the highest standards of ethical conduct, environmental sustainability, and social responsibility. Our Supplier Responsibility program is designed to promote fair labor practices, safe working conditions, and environmentally responsible manufacturing processes throughout our supply chain.

## Ethical Conduct

We expect our suppliers to uphold the highest standards of integrity and transparency. This includes:

- **Compliance with Laws:** Suppliers must comply with all applicable local, national, and international laws and regulations.
- **Anti-Corruption:** Suppliers must prohibit any form of corruption, extortion, or embezzlement.
- **Fair Business Practices:** Suppliers must engage in fair business, advertising, and competition practices.

## Labor and Human Rights

We are dedicated to ensuring that the rights of workers are respected and that they are treated with dignity. Our requirements for suppliers include:

- **Freely Chosen Employment:** Suppliers must not use forced, bonded, or indentured labor, involuntary prison labor, or human trafficking.
- **Child Labor:** Suppliers must not employ individuals under the age of 15 or under the legal working age in the country of operation, whichever is higher.
- **Working Hours and Wages:** Suppliers must comply with applicable wage laws and regulations, including those relating to minimum wages, overtime hours, and legally mandated benefits.
- **Non-Discrimination:** Suppliers must provide equal employment opportunities and must not discriminate based on race, color, age, gender, sexual orientation, ethnicity, disability, religion, political affiliation, union membership, or marital status.
- **Freedom of Association:** Suppliers must respect the rights of workers to associate freely, join or not join labor unions, seek representation, and join workers' councils in accordance with local laws.

## Health and Safety

We are committed to ensuring that our supply chain operates in a manner that protects the health and safety of workers. This includes:

- **Safe Work Environment:** Suppliers must provide a safe and healthy work environment, including proper safeguards against potential hazards.
- **Emergency Preparedness:** Suppliers must identify and assess emergency situations and events and minimize their impact by implementing emergency plans and response procedures.
- **Occupational Injury and Illness:** Suppliers must implement procedures and systems to prevent, manage, track, and report occupational injury and illness.

## Environmental Responsibility

We expect our suppliers to minimize their environmental impact and promote sustainability. Our environmental standards include:

- **Environmental Permits and Reporting:** Suppliers must obtain and maintain all required environmental permits, approvals, and registrations and comply with all applicable reporting requirements.
- **Pollution Prevention:** Suppliers must identify, manage, reduce, and responsibly dispose of or recycle hazardous substances.
- **Resource Conservation:** Suppliers must work to reduce or eliminate waste of all types, including water and energy, by implementing appropriate conservation measures.

## Monitoring and Enforcement

To ensure compliance with our Supplier Responsibility standards, we conduct regular assessments and audits of our suppliers. This includes:

- **Supplier Audits:** Regular audits of suppliers to ensure compliance with our standards and identify areas for improvement.
- **Corrective Actions:** When non-compliance is identified, we work with suppliers to develop and implement corrective action plans.
- **Continuous Improvement:** We encourage our suppliers to continuously improve their practices and processes to meet and exceed our standards.

## Reporting Concerns

We encourage all stakeholders, including employees, suppliers, and third parties, to report any concerns related to our supply chain practices. Concerns can be reported through our confidential [hotline/email/online form], and we commit to investigating and addressing all reports promptly and thoroughly.

By adhering to these principles, Eleastar Technologies Limited strives to create a responsible, ethical, and sustainable supply chain that benefits our business, our stakeholders, and the environment.