



ESR Cayman Limited

(Incorporated in the Cayman Islands with limited liability)

(Stock Code: 1821)

ESR Group Supplier Code of Conduct

ESR Cayman Limited (“Company” or “ESR” and together with its subsidiaries, the “Group”) is firmly committed to high levels of legal and compliance standards, which are set out in our *Code of Conduct and Business Ethics Policy*. As part of these commitments, ESR seeks to work with Suppliers of services and products, that recognise the same ethical business practices and act on the principles of sustainable development.

This *Supplier Code of Conduct* defines the standards we expect our suppliers to comply while conducting business with and/or on behalf of ESR. As such, we expect our Suppliers to:

Business Ethics

- Comply with all relevant local and international laws and regulations relating to anti-bribery & corruption, anti-money laundering, anti-trust, and the prevention of fraud and other financial crimes.
- Maintain high standard in business transparency and ethics.
- Refrain from soliciting or offering of benefits, such as cash, gifts, hospitality, travel or entertainment, in order to obtain or maintain business.
- Avoid insider trading or procure other to trade while in the possession of material non-public or price sensitive information.
- Avoid all conflicts of interest or situations giving the appearance of a conflict of interest during the course of business.

Environment and Sustainability

- Meet or exceed the requirements of all applicable environmental laws and regulations in terms of energy consumption, water use and waste management.
- Seek, as far as possible, to reduce the environmental impacts of our business operations and those of our customers.
- Promote sustainable material sourcing and raw material extraction methods to reduce environmental and social potential impacts and seek to meet voluntary standards or programmes that address responsible sourcing criteria.

- Refer to ESR's commitment to sustainability when planning and conducting work for us, as can be found, together with other information about our sustainability programmes within our [Group ESG report](#) and on our public [website](#).

Health and Safety

- Promote a safe and healthy working environment in accordance with all applicable laws and regulations.
- Make available personnel protective equipment relevant to the job and the risks associated with the job and ensure proper maintenance of such to employees and workers.
- Provide adequate mitigation measures and regular trainings to mitigate workplace hazards.
- Design and implement relevant policies and procedures to support the recording and reporting of occupational injuries and illness and other relevant incidents to us.

Information Security and Data Privacy

- Comply with all relevant data protection laws and regulations.
- Protect the confidential, proprietary and personal information being handled and processed and entrusted by us to you.
- Put in place I.T. policies, processes and infra-structure for information security protection to protect against all forms of cyber-attacks or other intrusions into electronic systems as a result of which data of ESR or its customers may be lost, stolen or corrupted.
- Establish reporting mechanism and procedures to ensure that information security incidents with potential impact on ESR can be reported, monitored, evaluated and responded to in a timely manner.

Labour

- Comply with all relevant labour laws and regulations, in particular regarding working hours, wages, overtime, and public holidays.
- Commit to the protection of human rights and to equal opportunity in the workplace.
- Provide a working environment free of discrimination and harassment.
- Exclude all forms of forced or child labour.
- ESR does not tolerate modern slavery or human trafficking in our supply chain.

Any questions or concerns may be directed to esg@esr.com