



Loscam International Holdings Co., Limited

Supplier Policy

Issued on 20 December 2024



Supplier Policy

Loscam International Holdings Co., Limited and its subsidiaries (collectively referred to as “Loscam”, “we” or “our”) is committed to establishing robust and mutually beneficial partnerships within our supply chain. Our mission is to foster a sustainable business environment that benefits our customers, employees, shareholders, and the communities we operate in. A resilient supplier network is essential to our success, enabling us to meet the dynamic needs of our customers and adapt to market changes effectively.

Policy Framework

Loscam is dedicated to minimizing negative impacts across health and safety, environmental sustainability, and human rights. We expect our suppliers to uphold these commitments and adhere to highest standards of business integrity and ethics, aligning with our organizational values and sustainability goals.

Key Aspects of our Supplier Code of Conduct

- *Legal Compliance:* Suppliers must comply with all applicable local and international laws and regulations governing labour, employment, environmental protection, health and safety, data protection, privacy and security.
- *Ethical Business Practices:*
 - *Anti-Corruption and Bribery:* Suppliers must prohibit any form of bribery, corruption, or unethical payments. Suppliers should refrain from offering any advantages (such as gift, offer, coupons, cash rewards, commission, gratuity etc.) exceeding nominal value to Loscam employees or their family members and must avoid any advantages during tender processes or contract negotiations.
 - *Fair Competition:* We encourage our suppliers to engage in fair competition and ethical business practices to promote a healthy marketplace.
- *Human Rights and Labour Standards:* Suppliers must respect and uphold human rights principles, including compliance with minimum working age requirements and the prohibition of all forms of child labour, forced labour and human trafficking.
- *Diversity and Inclusion:* We promote a culture of diversity and inclusion and expect our suppliers to actively foster this environment within their organizations.
- *Health and Safety:* Suppliers are required to implement best practices to adhere to industry standards, ensuring the health and safety of their workforce. This includes conducting regular safety audits and maintaining a zero-tolerance policy for workplace hazards.
- *Environmental Stewardship:* Suppliers must comply with applicable environmental laws and regulations and strive to minimize their ecological footprint. This includes implementing waste reduction strategies, reducing greenhouse gas emissions, and adopting resources-efficient practices.
- *Transparency and Accountability:* Suppliers are expected to maintain clear records of their compliance efforts and submit to periodic audits conducted by Loscam or third-party assessors to ensure adherence to these standards.



Our Commitment

- *Fair Dealings:* We commit to treating all suppliers and subcontractors with fairness and integrity, ensuring timely payments as per agreed contractual terms.
- *Transparent Procurement:* Our procurement processes will be open and transparent, fostering trust and collaboration throughout our supply chain.
- *Sustainability Preference:* Loscam prioritizes suppliers that demonstrate a commitment to sustainable practices and ethical behaviour. We will actively seek partnerships with suppliers who have a proven track record in sustainability initiatives.
- *Performance Monitoring:* We will establish performance metrics and KPIs to assess the compliance and contribution of our suppliers to Loscam's sustainability objectives.

Our Role

To enhance supplier relationships, Loscam will implement structured frameworks for communication and reporting. This includes:

- *Regular Assessments:* We will conduct regular assessments and audits (where applicable) of our suppliers to ensure their compliance with this policy.
- *Open Communication:* We will maintain open lines of communication with suppliers to address any issues or concerns promptly.
- *Support and Resources:* We will provide training and resources to help suppliers understand and implement our requirements.
- *Supplier Engagement:* We will enhance our communication with suppliers by organizing workshops and training sessions to educate them about our expectations, industry best practices, and compliance requirements. Additionally, we will conduct periodic visits to suppliers to provide ongoing support, address any concerns, and ensure alignment with our standards.
- *Feedback Mechanisms:* Suppliers will be encouraged to provide feedback on our processes and policies, fostering a collaborative environment for continuous improvement.
- *ESG Reports:* Loscam will publish annual ESG reports that highlight the contributions of our suppliers to our overall goals, showcasing best practices and innovative approaches.

To maintain the relevance and effectiveness of this policy, the Environmental, Social and Governance (ESG) committee, in collaboration with the designated committee of our Board of Directors, will conduct regular reviews. Employees are encouraged to share their insights or suggestions for enhancing this policy. In addition, every business unit is responsible for implementing the principles of this policy in an effective way.

**Raising concerns**

For concern about any known or suspected violation of this policy, supplier can at any time email to esgproject@loscam.com or alternatively, report it to whistleblow@loscam.com or through our whistleblowing platform - Loscam Integrity Line at <https://loscam.integrityline.com> in accordance with our Whistleblowing Policy.

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