



**FroggaBio**  
scientific solutions

## **FroggaBio Inc. Supplier Code of Conduct**

At FroggaBio Inc., we are committed to sustainable development, ethical business practices, and respect for human rights. We expect our suppliers to uphold the same standards of integrity, fairness, and responsibility. This Supplier Code of Conduct sets out the minimum requirements that all suppliers must meet to establish and maintain a business relationship with FroggaBio Inc.

### **1. Compliance with Laws and Regulations**

Suppliers must comply with all applicable local, national, and international laws and regulations in the countries where they operate. This includes laws related to labor, health and safety, environmental protection, anti-corruption, and fair competition.

### **2. Human Rights and Labor Standards**

Suppliers must respect the fundamental human rights of all employees and workers throughout their supply chains, including:

- **No Forced or Child Labor:** All work must be voluntary, and workers must be of legal working age. Forced, bonded, or child labor is strictly prohibited.
- **Fair Wages and Working Hours:** Suppliers must provide fair wages meeting or exceeding legal standards, with reasonable working hours and rest periods.
- **Non-Discrimination and Diversity:** Suppliers must create a workplace free from discrimination, harassment, or abuse, and promote equal opportunities.
- **Freedom of Association and Collective Bargaining:** Suppliers must respect workers' right to freely associate, form trade unions, and engage in collective bargaining without fear of retaliation.

### **3. Health and Safety**

Suppliers must provide a safe and healthy working environment for employees, including:

- Safety measures and risk assessments
  - Access to clean water, sanitation, and emergency medical care
  - Health and safety training
- Continuous risk evaluation and mitigation is required to ensure employee well-being.

### **4. Environmental Responsibility**

Suppliers must commit to environmentally responsible practices, including:

- **Compliance with Environmental Laws**
- **Resource Efficiency and Waste Management:** Reducing waste, water use, and energy consumption while properly managing waste.



**FroggaBio**  
scientific solutions

- **Climate Change Mitigation:** Measuring and reducing GHG emissions, transitioning to renewable energy, and implementing climate strategies.
- **Biodiversity Protection:** Avoiding activities that harm ecosystems and promoting habitat restoration.

#### 5. Ethical Business Practices

Suppliers must conduct business ethically and with integrity, including:

- **Anti-Corruption and Anti-Bribery:** No corruption, bribery, fraud, or embezzlement. Compliance with anti-corruption laws is required.
- **Fair Competition:** Engaging in fair competition and refraining from anti-competitive practices.
- **Confidentiality and Intellectual Property:** Respecting intellectual property rights and confidentiality of proprietary information shared by FroggaBio Inc.

#### 6. Supply Chain Management

Suppliers are expected to extend these principles to their own suppliers and subcontractors. They must ensure adherence to these ethical, social, and environmental standards across their supply chains.

#### 7. Monitoring, Reporting, and Continuous Improvement

Suppliers must regularly assess operations to ensure compliance with this Code. FroggaBio Inc. reserves the right to conduct audits, either directly or through third-party auditors. Suppliers must grant access to relevant records and facilities.

If non-compliance or risks are identified, suppliers must notify FroggaBio Inc. promptly and take corrective actions. We encourage suppliers to work with us to improve sustainability and ethical practices.

#### 8. Consequences of Non-Compliance

Failure to comply may result in the termination of the business relationship, cancellation of contracts, and removal from approved supplier lists. FroggaBio Inc. reserves the right to take action if suppliers do not meet these standards.

#### 9. Commitment to Ethical Collaboration

We value partnerships with suppliers who share our commitment to sustainability and ethical practices. Adhering to this Supplier Code of Conduct helps create a positive impact on society, the environment, and communities.

#### Acknowledgment

Suppliers must acknowledge their understanding and acceptance of this Supplier Code of Conduct and ensure it is communicated to employees, agents, and subcontractors for compliance at all levels.