



Supplier Code of Conduct

This document establishes Solar Panda's expectations on ethical, safe and environmentally responsible operations for all Solar Panda suppliers and vendors. The Responsible Business Alliance Code of Conduct¹, which establishes standards to ensure that working conditions in supply chains are safe, was used in preparation of this Supplier Code of Conduct. The Supplier Code of Conduct will be referred as the "Code" from here onwards.

Labour Practices and Health & Safety Standards

The Code mandates suppliers to follow the local laws and legislation regarding employment and labour practices. Solar Panda prohibits and condemns the use of child labour and/or forced labour in any of its supplier facilities that manufacture Solar Panda products. Suppliers are expected to maintain fair employment practices including working hours and compensation, safe and secure working conditions, be free of harassment and unlawful discrimination, and abide by the local laws on occupational health & safety, human rights, and freedom of association.

Environmental Standards

Solar Panda expects suppliers to identify environmental impacts and minimize adverse effects on the community, environment and natural resources, while protecting the health and safety of the public. The Code requires Solar Panda suppliers to obtain and maintain current all environmental permits, approvals and registrations.

Ethics

Solar Panda expects all suppliers and vendors to establish and espouse high standards of ethics, integrity, and fair business practices. This includes acting transparently regarding the supplier's labour, health and safety, environmental practices, and business activities. Intellectual property rights should be respected and safeguarded.

Review and Monitoring of the Code

Solar Panda suppliers shall establish management systems to ensure ongoing conformance with applicable laws and regulations, compliance with this Code, and identification and mitigation of operational risks related to this code.

Solar Panda reserves the right to add, remove or modify any and all sections of this Code. All suppliers shall be made aware of any updates to the Supplier Code of Conduct during the course of business. For major changes, Solar Panda will provision reasonable time frames to suppliers to adjust to new requirements.

Signature, Name and Designation (Preferably CEO/COO)

Date:

Name of Supplier:

¹ [RBACodeofConduct8.0_English.pdf \(responsiblebusiness.org\)](#)