

Supplier Code of Conduct

Table of Contents

1.	LEGAL COMPLIANCE.....	1
2.	SOCIAL RESPONSIBILITY	1
2.1	Freely chosen employment / no human trafficking	2
2.2	Child labour	2
2.3	Working hours.....	2
2.4	Wages and benefits.....	2
2.5	Respect, dignity and use of private or public security forces	2
2.6	Non-discrimination and ethical recruitment	2
2.7	Freedom of association.....	2
2.8	Rights of local communities	2
2.9	Animal welfare	3
2.10	Health & safety	3
3.	ENVIRONMENTAL RESPONSIBILITY.....	3
3.1	Biodiversity, land use and deforestation	3
4.	ETHICS IN FAIR BUSINESS PRACTICES	3
5.	WHISTLE BLOWER PROCEDURE	4
6.	COMPLIANCE & MONITORING.....	5

Premium Sound Solutions, together with its subsidiaries (collectively “PSS”) is committed ethical sourcing - to conducting business in an ethical, legal, and socially responsible manner. To that end, PSS expects everyone we do business with including suppliers, vendors, contractors, consultants, agents and other providers of goods and services (collectively “Suppliers”) to share this commitment. This Supplier Code of Conduct (“Code”) outlines the minimum workplace and business practice standards expected of Suppliers. In all their activities, PSS requires Suppliers to comply with these expectations and the standards of this Code. PSS expects its Suppliers to assure that their sub-contractors and suppliers act in accordance with this Code as well.

1. LEGAL COMPLIANCE

Suppliers must conduct business in full compliance with laws, rules and regulations of the countries in which they operate in as well as other applicable international laws, regulations and standards

2. SOCIAL RESPONSIBILITY

Suppliers are expected to adopt sound labour practices and treat their workers with dignity and respect in accordance with human rights, local laws and regulations, and internationally accepted standards.

Printed documents are for reference only

2.1 Freely chosen employment / no human trafficking

Suppliers must ensure that they do not utilize forced or involuntary labour of any type, including bonded, indentured, or involuntary prison labour. Supplier shall give all employees the choice to leave their employment at any time upon reasonable notice.

2.2 Child labour

Suppliers are forbidden from using child labour in any circumstances. Suppliers shall comply with all applicable child labour laws, including those relating to minimum age limits, limitations of hours worked, and prohibitions against certain types of work.

2.3 Working hours

Suppliers must comply with all applicable working hour requirements established by local laws and benchmark industry standards, whichever affords greater protection. In any event, work weeks should never exceed 60 hours per week, including overtime, except in emergency or unusual situations. Overtime shall be voluntary, and Suppliers must ensure all overtime work is compensated at the prevailing overtime rates. Suppliers shall allow employees/workers to have at least one day off per seven-day week.

2.4 Wages and benefits

Suppliers must provide their employees/workers with wages and benefits in accordance with all applicable wage and hour laws and standards, including those pertaining to minimum wages, overtime hours, piece rates and legally mandated benefits.

2.5 Respect, dignity and use of private or public security forces

Suppliers shall treat each employee with dignity and respect and will not use any threats of violence, sexual exploitation or abuse or verbal or psychological harassment or abuse.

In particular, the supplier shall comply with the ban on hiring or using private or public security forces to protect a business project if, due to a lack of instruction or control on the part of the company, the prohibition of torture and cruel, inhuman, or degrading treatment is disregarded during the deployment of security forces, or if life and limb are injured in any other way.

2.6 Non-discrimination and ethical recruitment

Suppliers shall not discriminate in hiring and employment practices based on race, gender, sexual orientation, social or ethnic origin, disability, religion, political affiliation, union membership, marital status or any other basis prohibited by law.

2.7 Freedom of association

Unless prevented by government policies or norms, Suppliers shall recognize and respect the rights of employees to freely associate, organize and bargain collectively.

2.8 Rights of local communities

PSS strives to support local communities and respects applicable local, national, international, and traditional rights concerning land, forest, water, and resources. Suppliers shall respect the rights, interests and development aspirations of affected communities and vulnerable groups including but not limited to indigenous people. Community engagement should be carried out in an inclusive, equitable, culturally appropriate, gender-sensitive, and rights compatible manner.

Supplier shall engage in transparent, open, and honest dialogue and collaborate with stakeholders and authorities in and around the area in which they operate.

Printed documents are for reference only

2.9 Animal welfare

Suppliers that process animal production are expected to comply with all laws, statutes, and regulations applicable relating to animal testing and animal welfare. Furthermore, PSS expects the suppliers to commit to following ethical principles and cascade their compliance along the entire supply chain:

The five freedoms of the Animal Welfare Committee (AWC)

(<https://www.oie.int/animal-welfare>)

2.10 Health & safety

Suppliers must provide workers with clean, safe, and healthy work environments in compliance with legally mandated standards for workplace health and safety in the countries in which they operate. Suppliers shall take adequate steps to prevent potential accidents and injury to health arising out of, associated with, or occurring in the course of work because of the operation of the Supplier. If housing is offered by the Suppliers, suppliers must ensure that local housing and safety standards are met.

3. ENVIRONMENTAL RESPONSIBILITY

Suppliers must comply with all applicable environmental laws, regulations, and standards, and conduct their operations in a way that reduces their impact on the environment, particularly in the areas of water use, energy use, recycling, chemical and waste management and disposal, industrial wastewater treatment and discharge, air controls, environmental permits, noise emission, soil quality and environmental reporting.

The suppliers shall restrain from chemical spill in relation but not limited to PFAS and heavy metals. In the occurrence of soil quality degradation, the supplier must put remediation actions in place.

Furthermore, suppliers shall restrain from using deep-sea mining feedstock. If it cannot be ensured that the protection of the marine ecosystem is guaranteed, the supplier must exclude the use of deep-sea material for the products (in accordance with the precautionary principle).

3.1 Biodiversity, land use and deforestation

PSS is committed to halting the effects of its supply chain on deforestation and the conversion of natural ecosystems. We expect our suppliers to act in a manner that negative impacts on existing or new emerging ecosystems are avoided. Not limited to, withholding from negatively changing aquatic wildlife, contributing to deforestation or damaging of natural woodland and other natural ecosystems.

4. ETHICS IN FAIR BUSINESS PRACTICES

It is the policy of PSS to conduct business in an honest and ethical manner. PSS takes a zero-tolerance approach to unlawful business practices and is committed to acting professionally, fairly and with integrity in all our business dealings and relationships wherever we operate. Suppliers are to maintain and conduct their business with high ethical standards and to comply with all applicable rules and regulations.

Suppliers shall:

a) refrain from all forms of **corruption, extortion, bribery, money laundering, embezzlement**, or unlawful restrictive trade practices,

b) adhere to **anti-trust and other competition laws**,

Printed documents are for reference only

- c) respect the **intellectual property rights** of others,
- d) disclose to PSS available information about **conflicts of interest** including disclosure of any financial interest of a PSS employee in any of the Suppliers' business.
- e) refrain from using or producing counterfeit parts or products
- f) protect all confidential information provided by PSS and its respective business partners.

Illegitimate profits include but are not limited to, by taking advantage of duty convenience, the receiving of the property like cash, goods, shopping cards/coupons and securities, the acceptance of the arrangement service from others like touring, sauna, foot bath, massage, KTV or the VIP cards, gold card, silver card of any entertainment place, the receiving of all kinds of percentage of deduction money, rebate and turning into individual possessions; the purchase of the others' merchandise at an obviously low price and borrowing of others' goods (including vehicles), the requirement or the acceptance of pickup and delivery service and claiming of reimbursement of travel expense, the embezzlement of PSS's property and join stock of supplier (including the organization that supplies joins stock) in various form and the claim or the disguised claim of other property or benefits.

5. WHISTLE BLOWER PROCEDURE

PSS expects our suppliers to implement a whistle blower procedure, create programs to ensure the protection of worker whistleblower confidentiality and to prohibit retaliation against workers who participate in such programs in good faith or refuse an order that is in violation of applicable laws and regulations or any provision of this Code.

Supplier are expected to introduce an adequate system to address employee grievances and resolve disputes that:

- Protect the employee's privacy and allows for anonymous reporting of grievances
- Protect the employee against retaliation
- All members of management are trained on,
- Is communicated to all employees

In line, PSS strives to conduct business in a responsible manner. We welcome concerns from anyone outside PSS on acts made by employees, management, our board of directors and business partners linked to PSS, e.g., third party agents, suppliers or contractors/subcontractors.

To justify the trust placed in PSS we place the highest priority on the integrity and transparency of our business processes. Therefore, it is essential that PSS obtains knowledge of any compliance violations, in particular violations of the Code of Conduct for suppliers. Reliable reporting channels for external stakeholders are indispensable for effective compliance because they help ensure that possible misconduct is reported and thoroughly investigated.

Compliance hotline: integrity@premiumsoundsolutions.com

All reports are treated confidentially, and whistle blower will in no case be retaliated.

6. COMPLIANCE & MONITORING

Suppliers shall be responsible for the implementation of this Code and shall maintain necessary documentations to demonstrate their compliance with this Code. Suppliers shall conduct audits and inspections to ensure their compliance with this Code and applicable legal requirements including the completion of a self-assessment questionnaire.

PSS or a third party assigned by PSS reserves the right to conduct onsite inspection or review the applicable documentation to ensure compliance with this Code.

In the event any non-compliance is identified, Suppliers are expected to take necessary corrective actions to improve/remedy the situation. If a Supplier fails to comply with this Code and if corrective actions are not made within an agreed period, PSS may terminate its business relationship with the Supplier.

Supplier acceptance	Supplier name + Signature + Company chop/seal	Acceptance date (DD-MMM-YY)
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