



Supplier Code of Conduct Policy

Albert Invent is committed to conducting business in a responsible, ethical, and sustainable manner. We recognize the critical role our suppliers play in supporting our values and principles. This Supplier Code of Conduct outlines our expectations for suppliers to uphold the highest standards of integrity, ethics, social responsibility, and environmental sustainability. This Supplier Code of Conduct applies to all suppliers, subcontractors, and supply chain partners of Albert Invent.

Legal Compliance:

Suppliers must comply with all applicable laws, regulations, and industry standards in the countries where they operate. This includes, but is not limited to, labor laws, health and safety regulations, environmental protection laws, anti-corruption laws, and fair-trade practices.

Labor and Human Rights:

- a) **Forced Labor and Child Labor:** Suppliers shall not engage in or support any form of forced, bonded, or involuntary labor, including human trafficking or child labor. All work must be voluntary and in compliance with local laws.
- b) **Non-Discrimination:** Suppliers shall provide equal employment opportunities to all individuals, regardless of race, color, gender, age, religion, disability, sexual orientation, national origin, or any other protected characteristic. Discrimination in any form is strictly prohibited.
- c) **Freedom of Association:** Suppliers shall respect the right of employees to join or form trade unions and engage in collective bargaining, in accordance with local laws and regulations.
- d) **Working Conditions:** Suppliers must provide safe and healthy working conditions for their employees, including proper ventilation, adequate lighting, and sanitary facilities. Workers should have reasonable working hours, fair compensation, and access to benefits as per applicable laws.

Environmental Sustainability:

Suppliers should demonstrate a commitment to environmental sustainability and minimize their impact on the environment. This includes:

- a) **Resource Efficiency:** Suppliers should adopt practices to conserve resources, minimize waste generation, and promote recycling and reuse.
- b) **Pollution Prevention:** Suppliers must comply with environmental regulations and implement measures to prevent and mitigate pollution, including air, water, and soil pollution.
- c) **Climate Change Mitigation:** Suppliers are encouraged to reduce greenhouse gas emissions, promote energy efficiency, and explore renewable energy sources.

Ethical Business Practices:

- a) **Anti-Corruption and Bribery:** Suppliers must prohibit all forms of bribery, corruption, and unethical practices. They should have robust anti-corruption policies and procedures in place, and comply with applicable anti-corruption laws, including the U.S. Foreign Corrupt Practices Act (FCPA) and the UK Bribery Act.
- b) **Conflicts of Interest:** Suppliers shall disclose any actual or potential conflicts of interest that may arise in their dealings with Albert Invent.
- c) **Intellectual Property:** Suppliers shall respect and protect the intellectual property rights of Albert Invent and third parties.
- d) **Confidentiality:** Suppliers must maintain the confidentiality of any sensitive information shared by Albert Invent and shall not disclose or misuse such information.

Supply Chain Responsibility:

Suppliers should extend the principles and standards outlined in this code to their subcontractors and supply chain partners. They should promote responsible sourcing practices, conduct due diligence on their suppliers, and work towards transparency and traceability within their supply chains.

Reporting and Compliance:

Suppliers must establish effective mechanisms for reporting any violations or suspected violations of this Supplier Code of Conduct. They should cooperate fully with investigations and audits conducted by Albert Invent to ensure compliance.

Continuous Improvement:

Suppliers are encouraged to continuously improve their social and environmental performance. They should set measurable goals, monitor progress, and implement initiatives to address any identified areas for improvement.

Consequences of Non-Compliance:

Failure to comply with this Supplier Code of Conduct may result in consequences, including but not limited to termination of the supplier relationship.