



Mosaic Island Supplier Code of Conduct

This Supplier Code of Conduct applies to all suppliers that produce goods or provide services for Mosaic Island Ltd. While Mosaic Island recognises that there are different legal and cultural environments in which suppliers will operate throughout the world, this Code sets forth the basic requirements that suppliers must meet in order to do business.

Suppliers that produce goods for, and/or provide services to Mosaic Island Ltd shall operate in full compliance with the laws of their respective countries and with all other applicable laws, rules and regulations. Suppliers are expected to drive similar corporate responsibility commitments from organisations comprising their own supply chain.

Sustainability and the Environment

Mosaic Island Ltd expects its suppliers and their subcontractors (i.e. businesses that comprise Mosaic Island Ltd's supply chain) to implement policies that support a sustainable environment, ranging from conserving the use of natural resources, where feasible, to minimising risks to the environment.

Equal Employment Opportunity

Suppliers shall assist and cooperate in our continuing efforts to provide equal employment opportunity to all applicants and employees regardless of race, colour, religion, sex, national origin, age, disability, marital status, veteran status, sexual orientation, genetic information or any other protected class or characteristic under applicable law. They shall also enforce our policies prohibiting discrimination against applicants and employees based on race, colour, religion, sex, national origin, age, disability, marital status, veteran status, sexual orientation, genetic information or any other protected class or characteristic under applicable law and our policies prohibiting retaliation. In addition they shall provide reasonable accommodations to all applicants and qualified individuals with disabilities.

Forced and Child Labour

Suppliers shall not use any involuntary labour of any kind, such as prison, indentured or forced labour. Suppliers shall also employ only workers who meet the applicable minimum legal age requirement. Suppliers must also comply with all other applicable child labour laws.

Wages and Hours

Suppliers shall set working hours, wages and overtime pay in compliance with all applicable laws. Workers shall be paid at least the minimum legal wage or a wage that meets local industry standards, whichever is greater. While it is understood that overtime may be required, suppliers shall carry out operations in ways that limit overtime to a level that ensures humane and productive working conditions.

Working Conditions

Suppliers must provide all workers with a safe and healthy environment. Suppliers shall comply with all applicable laws and regulations regarding working conditions. Suppliers shall not use corporal punishment or any other form of physical or psychological coercion.

Monitoring and Enforcement

As a condition of doing business with Mosaic Island Ltd, each and every supplier must comply with this Code. Mosaic Island Ltd will continue to develop monitoring systems to assess and confirm compliance.

If Mosaic Island Ltd determines that any Supplier has violated this Code, Mosaic Island Ltd may either terminate current production and its business relationship or require the supplier to implement a corrective action plan. If corrective action is advised, but not taken, Mosaic Island Ltd will suspend placement of future orders and shall terminate current production and its business relationship.

Supplier Gifts & Entertainment

Mosaic Island Ltd's Supplier Gifts & Entertainment policy provides guidelines by which Procurement staff will conduct business and social relationships with current and prospective suppliers. This policy is premised on the belief that we, as a Firm involved in advising on and evaluating proper business conduct by our clients, must conduct ourselves in exemplary fashion in our own business practices and dealings. Mosaic island expect that our relationship will be on a professional level consistent with good business practice. Accordingly, we discourage our staff from accepting extravagant gifts or invitations for high demand/high priced entertainment from suppliers. We recognize that an occasional meal or round of golf can serve a business purpose and can be reciprocated by Mosaic Island Ltd. Advertising novelties of nominal value with your company's logo may also be accepted from time to time. However, gifts of more than nominal value should not be offered and will be returned. Similarly, invitations to overly lavish events or activities should not be offered and will be declined.