



HUKTRA

Supplier Code of Conduct

Huktra is committed to the highest legal and ethical standards. Huktra strives to do business only with partners & suppliers who share this commitment. Huktra expects third parties who produce products for or provide services to Huktra to conduct business responsibly, with integrity, honesty and transparency, and in accordance with all applicable laws and regulations.

This Code outlines Huktra's expectations for Supplier conduct. Huktra will review its suppliers' compliance with this Code, and any violations of this Code may jeopardize the business relationship with Huktra. This Code applies to all Huktra suppliers and their subsidiaries, affiliates and subcontractors providing goods or services to Huktra.

Guidelines:

- Third party providers are expected to comply with the laws, rules and regulations of the countries in which they operate as a minimum standard
- Conduct your business in an ethical manner, act with integrity, and maintain accurate records
- Corruption, bribery, extortion and embezzlement, in any form, are strictly prohibited
- Intellectual property rights must be respected
- Customer information must be protected
- Human rights of workers must be upheld (including prevention of Underage labor)
- Treat your workers with dignity and respect
- Eliminate discrimination in hiring, employment and compensation
- Create a workplace free of harassment or any other form of abuse
- Be committed to provide safe working conditions
- Aim to reduce your environmental impact

When working with us, we also encourage you to raise concerns when you feel someone at Huktra, or a third party doing business with Huktra is engaged in illegal or unethical conduct. Do not hesitate to contact Huktra Management or your regular contacts. Even if you don't have all the facts, we will look into the issue and attempt verify and take appropriate action.