

Supplier Code of Conduct



For: Building Resilience Corp. and Build Resilience Ltd. (UK)

Purpose

This Supplier Code of Conduct reflects the core values and ethical standards of Building Resilience Corp. and its subsidiary, Build Resilience Ltd. (UK). It outlines the expectations for all suppliers, contractors, and business partners to operate responsibly, transparently, and sustainably in alignment with our mission to foster resilience, sustainability, and integrity across the supply chain.

1. Compliance with Laws and Regulations

Suppliers are required to comply with all applicable laws, regulations, and standards at the local, national, and international levels. This includes but is not limited to:

Labor Laws

- Ensuring employees are paid at least the minimum wage as prescribed by local laws, such as those outlined in the International Labour Organization (ILO) conventions.
- Providing legally mandated benefits including overtime pay, holiday leave, maternity/paternity leave, and social security contributions.
- Prohibiting wage deductions as a disciplinary measure unless explicitly allowed by law and transparently communicated.
- Ensuring compliance with legal standards on maximum working hours (e.g., ILO Hours of Work (Industry) Convention, 1919).
- Upholding workers' rights to rest periods and fair working conditions as per local labor codes.

Environmental Laws

Suppliers must adhere to regulations such as the Paris Agreement goals for emissions reduction and comply with all relevant waste management laws.

Anti-Corruption Laws

Compliance with the UK Bribery Act 2010, the U.S. Foreign Corrupt Practices Act (FCPA), and other anti-corruption regulations is mandatory.

Health and Safety Standards

Following globally recognized safety standards, such as ISO 45001, to prevent workplace injuries and maintain occupational health.

2. Ethical Business Practices

Suppliers are expected to uphold the highest standards of ethical conduct in all business dealings by adhering to the following principles:

Anti-Corruption

Demonstrating zero tolerance for bribery and other forms of corruption and complying with international standards, including the OECD Guidelines for Multinational Enterprises.

Conflict of Interest

Disclosing and mitigating any potential conflicts of interest that may compromise ethical conduct or decision-making.

Fair Competition

Operating in a manner that fosters competition and avoids anti-competitive behavior as required by antitrust laws.

Data Protection

Implementing robust measures to protect confidential data and respecting intellectual property rights under GDPR and equivalent standards.

3. Labor and Human Rights

Suppliers must respect internationally recognized labor rights and human rights by:

Non-Discrimination

Promoting diversity and inclusion within their workforce and ensuring no employee faces discrimination based on gender, ethnicity, religion, disability, or other protected characteristics, as required by the UK Equality Act 2010 and other local laws.

No Forced or Child Labor

Strictly prohibiting all forms of forced labor, bonded labor, child labor, and human trafficking, as outlined in the ILO Forced Labour Convention (C029) and Worst Forms of Child Labour Convention (C182).

Safe and Healthy Workplaces

- Ensuring compliance with all occupational health and safety laws and standards, including ISO 45001.
- Providing employees with Personal Protective Equipment (PPE) and conducting regular safety training sessions.
- Developing emergency preparedness plans to address workplace hazards and prevent accidents.

Freedom of Association

Respecting employees' rights to unionize and engage in collective bargaining under the Freedom of Association and Protection of the Right to Organise Convention (C087).

Fair Wages and Benefits

- Ensuring employees receive fair compensation that meets or exceeds legal requirements.
- Providing transparent and timely payment of wages and benefits without unlawful deductions.
- Offering access to grievance mechanisms to address wage-related disputes.

4. Environmental Responsibility

As part of Building Resilience Corp's commitment to sustainability, suppliers are required to:

- Implement measures to reduce greenhouse gas emissions in alignment with the UN Sustainable Development Goals (SDGs).
- Comply with laws governing hazardous materials, including the REACH Regulation (EC No 1907/2006).
- Adopt sustainable sourcing practices, particularly for materials linked to deforestation or conflict zones.
- Regularly monitor and report environmental performance using frameworks such as the Carbon Disclosure Project (CDP).

5. Confidentiality and Intellectual Property

Suppliers must protect the confidential information, trade secrets, and intellectual property of Building Resilience Corp., Build Resilience Ltd. (UK), and other business partners. Any unauthorized use, disclosure, or misappropriation is strictly prohibited, in accordance with intellectual property laws such as the UK Copyright Act 1988.

6. Monitoring and Enforcement

To ensure adherence to this Code, Building Resilience Corp. and Build Resilience Ltd. (UK) reserve the right to:

- Conduct periodic audits and inspections at supplier facilities, with advance notice where possible.
- Require Corrective Action Plans (CAPs) to address non-compliance issues.
- Suspend or terminate contracts with suppliers who fail to meet the standards outlined in this document.

7. Reporting Mechanisms

Suppliers are encouraged to report violations of this Code or other unethical practices using the following channel:

Email: info@buildresil.com

Building Resilience Corp. prohibits retaliation against anyone who reports violations in good faith.

8. Commitment to Continuous Improvement

Suppliers are encouraged to continuously evaluate and improve their practices to align with this Code's evolving standards and sustainability goals. Building Resilience Corp. will collaborate with suppliers to provide training and support for improvement initiatives.

9. Acknowledgment and Agreement

By entering into a partnership with Building Resilience Corp. and Build Resilience Ltd. (UK), suppliers agree to comply with this Supplier Code of Conduct. Any violations may lead to

corrective actions, up to and including termination of the business relationship at supplier's cost.

Authorized by

Building Resilience Corp. and Build Resilience Ltd. (UK)

Signed by Supplier authorized officer

Confirm of Acknowledged and notified:

Signature:

Date: