

**AEON CO. (M) BHD.**  
**(Company No. 198401014307 [126926-H])**

## **Responsible Sourcing Policy**

### **1. Overview**

We believe responsible sourcing could eliminate sustainability risks in the supply chain. It helps our customers and the society we serve to feel confident that the product or services they choose are sourced from responsibly managed resources and responsible suppliers or vendors. This is a voluntary commitment to take into account social and environmental considerations when managing relationships with suppliers and vendors.

### **2. Purpose**

The purpose of the Responsible Sourcing Policy (hereinafter referred to as “Policy”) is to outline the principles, commitment and guidance adopted by AEON CO. (M) BHD. (hereinafter referred to as “AEON”).

This Policy will be used to engage with our suppliers and/or vendors to ensure that both our expectations are aligned. We will use this Policy as the basic principle for reviews during site visits to help identify issues of concern and opportunities for continuous improvement. We will work with our suppliers and/or vendors to develop and implement improvement plans and monitor progress against these plans on an ongoing basis to raise standards and improve working conditions.

### **3. Objective**

The objective of this Policy is to provide a commitment statement along with guidance on AEON’s position with regard to our responsible sourcing rights. This Policy should be used in conjunction with all associated policies of AEON.

### **4. Scope**

This Policy applies to all AEON businesses, including supply chains that AEON engaged in as part of our businesses.

### **5. Policy Statement**

AEON is a signatory to the United Nations Global Compact (UNGC). We embrace and enact UNGC’s core values of human rights, labor standards, the environment and anti-corruption encapsulated in the Ten Principles of UNGC as follows:

Human Rights

*Principle 1:* Businesses should support and respect the protection of internationally proclaimed human rights; and

*Principle 2:* make sure that they are not complicit in human rights abuses.

### Labour

*Principle 3:* Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

*Principle 4:* the elimination of all forms of forced and compulsory labor;

*Principle 5:* the effective abolition of child labor; and

*Principle 6:* the elimination of discrimination in respect of employment and occupation.

### Environment

*Principle 7:* Businesses should support a precautionary approach to environmental challenges;

*Principle 8:* undertake initiatives to promote greater environmental responsibility; and

*Principle 9:* encourage the development and diffusion of environmentally friendly technologies.

### Anti-Corruption

*Principle 10:* Businesses should work against corruption in all its forms, including extortion and bribery.

## **6. Minimum Requirement**

AEON sets a minimum requirement for our suppliers and vendors to implement and maintain systems to align with this Policy as well as local and national laws. Where the provisions of the law and this Policy address the same subject, whichever affords greater protection applies.

Suppliers and vendors should communicate this Policy to their suppliers and/or vendors and, where reasonably practicable, extend the principles of this Policy through their supply chain. We are committed to working with our suppliers to implement improvement plans and help them achieve alignment.

The following AEON's policies and codes set the minimum requirement expected from our suppliers and vendors:

1. Sustainability and Climate Change Policy
2. Waste Management Policy
3. Human and Labour Rights Policy
4. Animal Health and Welfare Policy

5. Product Safety & Quality Policy
6. AEON Code of Ethics
7. Anti-bribery and Corruption Policy
8. Whistleblowing Policy
9. Diversity Policy

This Policy shall be communicated to AEON's suppliers and vendors and digital acknowledgment shall be received and kept as a record. If needed, this document will be made available in other relevant languages to aid the comprehension of the end user.

All AEON's staff dealing with suppliers or vendors shall be trained in this regard. Similarly, all suppliers and vendors' staff should be trained in this regard.

**Date: 1 September 2022**