

SUPPLIER CODE OF CONDUCT

This Code of Conduct expresses the requirements of any individual, supplier or sub-contractor (collectively referred to here as « Suppliers »), providing goods or services to Placeteco. These values ensure that we perform with integrity in all we do and we expect the same from all of our suppliers within our supply chain. As a supplier to Placeteco, your organization and employees are contributing to our product conformity and to the maintain of ethical practices.

1. COMPLIANCE WITH LAWS

Suppliers shall comply with all applicable laws and regulations of the countries in which operations are managed or services provided.

2. EMPLOYMENT PRACTICES

Suppliers are expected to uphold the human rights and treat people with respect and dignity.

- a. *Non-discrimination.* Suppliers must treat its employees and applicant for employment in a fair and equal manner and without discrimination. Provide equal employment opportunity to employees without regard to race, ethnicity, religion, color, gender, national origin or age.
- b. *Harassment.* The Supplier are expected to prohibit harassment and shall ensure employees may perform their work in an environment free from physical, psychological and verbal abuse and harassment.

3. HEALTH & SAFETY

Supplier should protect the health, safety and well-being of its Personnel, visitors, contractors and other that may be affected by their activities. Supplier must provide personal protective equipment to all employees who need it to complete their work and comply with environmental laws and regulation.

Supplier, Sub-contractor, visitors and other must comply with Placeteco's health and safety policies and must be accompanied at all time while on-site and wear the appropriate personal protective equipment. Placeteco's visitor register must be completed and signed on arrival and departure.

4. GIFTS/BUSINESS COURTESIES

Placeteco is recognized by its quality products and services and we expect the same from our suppliers. The exchange of business courtesies may not be used to gain an unfair competitive advantage. In any business relationship, our suppliers must ensure that the offering or receipt of any gift or business courtesy is permitted by law and regulation and are permitted within the organization. Employees may not accept any business courtesies, with the exception of very low value items.

5. ETHICS AND COMPLIANCE

Supplier are expected to commit to the standards of ethical conduct practices and to flow down their principles to the entities that furnish them with goods and services. We encourage our suppliers to implement their own code of conduct and to flow down the principles of a code of conduct to the entities that furnish them goods and services.

Supplier must exercise due diligence to detect and avoid counterfeit parts and materials, prohibit any and all forms of fraud, extortion and theft.

We expect our suppliers to provide their employees with avenues for raising legal or ethical issue or concerns without fear or retaliation.

6. REPORT ANY CONCERNS

As a supplier, you are expected to report any concerns or violation to this code as soon as the issue arises.