June 2025

SUPPLIER CODE OF CONDUCT

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GiFi des idées de Génie !

GiFi Supplier Code of Conduct

Version: June 2025

Message from GiFi

Dear Business Partners,

At GiFi, we believe that ethical, responsible, and sustainable practices are the foundation of long-term success. As part of our global supply chain, each supplier plays a crucial role in upholding our core values and ensuring that our products and services meet the highest standards of integrity and social responsibility.

This **Supplier Code of Conduct** (hereafter "Code") sets out the principles and expectations that all suppliers, vendors, and service providers (collectively "Suppliers") must follow when doing business with or on behalf of **GiFi Group** (GiFi ASIA and Ningbo GiFi Trading Co. Ltd.).

We count on your full commitment to respecting and enforcing this Code in all circumstances. Any breach of these principles may result in corrective actions, up to and including termination of the business relationship.

GiFi Values

Our ambition is to be a **responsible, transparent, and ethical sourcing organization**. This is driven by three core values :

- **Commitment**
  Delivering quality and value through innovation and consistency.
- **Care**
  Putting people first—customers, partners, and employees alike.
- **Positive Attitude & Dynamism**
  Embracing change, energy, and creativity in all we do.

Scope and Application

- This Code applies to **all suppliers worldwide**, regardless of location, size, or industry.
- It must be implemented within the supplier's **own operations** as well as its **subcontractors and manufacturing partners**.
- Suppliers are expected to **train their staff**, **monitor compliance**, and **report any violations**.

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1. Legal Compliance

Suppliers must:

- Comply with all applicable **local and international laws**, including but not limited to:
    - Labour laws
    - Environmental regulations
    - Trade, tax and customs rules
    - Product safety standards
- Avoid any activity that could involve **fraud, illegal trade, or money laundering.**

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2. Ethical Business Conduct

- **Anti-Corruption**: Suppliers shall have **zero tolerance** for bribery, corruption, extortion, and embezzlement. This includes:
    - Prohibition of gifts, hospitality, personal advantages, or facilitation payments.
    - Immediate reporting of any suspicious or unethical requests to GiFi.
- **Conflict of Interest**: Suppliers must avoid situations that may compromise impartiality or give rise to conflicts between personal and business interests.

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3. Human Rights and Labour Standards

Suppliers must uphold:

- **The Universal Declaration of Human Rights (UDHR)**
- **ILO Core Conventions**
- **UN Guiding Principles on Business and Human Rights**

Specifically:

- **No Child Labour**: Workers must be at least 18 years old or the legal minimum age in the country, whichever is higher.
- **No Forced Labour**: All labour must be voluntary. Prison, bonded, or trafficked labour is strictly prohibited.
- **Non-Discrimination**: Employment decisions must be based on merit. Discrimination based on race, gender, religion, disability, or any other protected status is not tolerated.
- **Freedom of Association**: Employees must be free to join or not join labour unions within the law.

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4. Health and Safety

Suppliers must:

- Provide a **safe and hygienic work environment** in compliance with local occupational health and safety laws.
- Minimize workplace risks through **training, safety equipment, and preventive measures**.
- Respond promptly to incidents and implement corrective actions.

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5. Environmental Responsibility

Suppliers are expected to:

- Comply with environmental laws and regulations.
- Minimize environmental impact in areas such as **waste management, emissions, water use, and chemical safety**.
- Support GiFi's commitment to **sustainable sourcing and circular economy principles**.

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6. Product Compliance and Quality

Suppliers must:

- Ensure that all products meet applicable **quality, safety, and regulatory standards**, including:
  - **REACH (EU)** compliance
  - **CE marking** where required
  - **Consumer Goods Safety Ordinance (HK)**
- Provide **accurate and complete documentation**, including test reports, certifications, and technical specifications.
- Avoid any form of **counterfeit products, false claims, or mislabeling**.

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7. Data Protection and Confidentiality

- Suppliers must protect all **confidential, intellectual, and personal data**.
- Compliance with data protection laws such as the **GDPR (EU)** and **HK Personal Data Ordinance** is mandatory.
- Suppliers must not disclose or misuse any proprietary information without GiFi's written consent.

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8. Reporting and Transparency

- Suppliers must maintain **accurate records** of operations, compliance, and financials.
- All information shared with GiFi must be **truthful, transparent, and verifiable**.
- Any non-compliance, risk, or breach of this Code must be reported immediately.

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9. Monitoring and Audits

- GiFi reserves the right to **audit any supplier or production site**, with or without notice.
- Suppliers must provide full access to facilities, records, and personnel.
- Costs may be borne by the supplier where applicable.
- **Third-party evaluations** may be required as part of GiFi's due diligence.

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10. Implementation and Enforcement

- **Signing this Code** is a condition for starting or continuing any collaboration with GiFi.
- Suppliers are responsible for **ensuring internal compliance** and **training their teams**.
- GiFi may terminate relationships for serious or repeated violations.

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11. Whistleblowing & Reporting Misconduct

Any supplier who becomes aware of a potential or actual violation of this Code must report it via:

📧 **Email**: integrity@gifiasia.com

- Reports are treated **confidentially and without retaliation**.
- Reports must be made **in good faith**.
- Abuse of the alert system may result in legal consequences.

Conclusion

GiFi is committed to growing responsibly, and we expect our suppliers to share and uphold this commitment. By working together in line with this Code, we can build **sustainable, ethical, and transparent supply chains** that benefit all parties.

We thank you for your cooperation and integrity.

GiFi

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