

Supplier Code of Ethical Conduct

1. **Modern Slavery Act 2015** – All Dams suppliers shall comply with the Modern Slavery Act 2015 without limitation. Dams have the right to request documentation proving the transparency in its suppliers' supply chains.

2. **Anti-Bribery / Corruption Requirements**
 - a. All Dams supplier shall comply with all applicable anti-bribery and anti-corruption legislation including without limitation, the Bribery Act 2010 and any applicable European Union Directives. In addition to the above, the suppliers confirms that :
 - i. It will not participate in any corrupt practices in relation to the contract or project.
 - ii. It will ensure that its officers and employees, subsidiary and related companies, do not participate in any corrupt practices.
 - iii. It will take reasonable steps to ensure that its agent's joint venture and consortium partners, sub-contractors, supplier and consultants do not participate in any corrupt practices.

3. **Ethical Standards**
 - a. All Dams suppliers warrant that it shall at all times comply with the ethical standards contained in this condition. In particular, the suppliers shall :
 - i. Comply with all applicable laws and regulations
 - ii. Protect against the use of workers younger than the minimum age required by law
 - iii. Protect against the use of forced labour
 - iv. Provide appropriate wages and benefits as require by law
 - v. Protect against excessive working house that exceed local laws or business customs
 - vi. Protect against physical and mental punishment of workers
 - vii. Protect against unlawful discrimination against workers and encourage employment based on ability
 - viii. Respect worker's rights to associate freely
 - ix. Maintain safe and clean workplaces, including any residential facilities, in compliance with the law.