

# Supplier Code of Conduct

This Supplier Code of Conduct (the “Code”) outlines an ethical and behavioral framework for our suppliers/contractors (herein collectively called “Suppliers”) in Hong Kong and overseas. All Suppliers are required to comply with these guidelines when doing business with Hong Kong Sports Institute Limited (“HKSIL”).

## **1. Legal Requirement**

Compliance with all applicable laws and regulations is the fundamental basis of our business relationship.

## **2. Ethical Standards**

Suppliers shall uphold the ethical principles in their operations including:

- confidentiality;
- open and fair competition; and
- anti-bribery and corruption.

## **3. Labour Rights**

Suppliers shall not:

- use child or involuntary labour;
- discriminate against others;
- use corporal punishment or any other form of physical or psychological coercion or intimidation against workers; and
- require workers to work more than the maximum number of working hours per week allowed by applicable laws and regulations.

## **4. Health & Safety**

- Suppliers shall maintain a clean, safe and healthy workplace.

## **5. Environmental Protection**

In keeping with the intent of our environmental management standard, we request all our Suppliers to observe and implement sound environmental practices including, but not limited to:

- compliance with all applicable environmental legal requirements;

- conservation of natural resources and energies as far as possible; and
- control of pollutants being discharged to the environment.

**6. Contractors & Suppliers**

- Suppliers shall ensure that their employees, contractors, suppliers and other business partners adhere to this Code.

**7. Monitoring of Compliance**

- HKSIL reserves the right, upon reasonable notice, to conduct a compliance audit with Suppliers on the Code. Any violation of the Code shall be considered as a material breach of the contract/order by the Suppliers.

~~~~~  
~~~~~

**Acknowledgement**

To: Hong Kong Sports Institute Limited (“HKSIL”)

We, (Supplier’s Company Name) \_\_\_\_\_ are fully aware of and willing to comply with the Supplier Code of Conduct of HKSIL.

\_\_\_\_\_  
Authorized Signature with Company Chop  
Name:  
Position:  
Date: