

PBS

SUPPLIER CODE OF CONDUCT

1. Introduction

The PBS Supplier Code of Conduct ("Supplier Code") articulates the ethical principles and standards expected from our extensive network of suppliers and subcontractors ("Suppliers"). It serves as a foundational framework rooted in international norms and values upheld by PBS. While this Supplier Code encapsulates fundamental principles applicable to all Suppliers, specific agreements may entail additional provisions. However, no such provisions shall supersede the principles outlined in this Supplier Code. We urge all Suppliers to disseminate this Supplier Code throughout their organizations, ensuring alignment with our commitment to ethical business practices.

2. Compliance with Laws and Regulations

PBS operates within a legal and regulatory framework that reflects our dedication to integrity and compliance. We expect all Suppliers to uphold these same standards, adhering to applicable laws, regulations, and industry standards in all jurisdictions where they operate. This includes compliance with labor laws, environmental regulations, anti-bribery laws, competition laws, and other relevant legal requirements.

3. Anti-Bribery and Corruption

PBS maintains a steadfast commitment to integrity, transparency, and ethical conduct, which extends to our Suppliers. We categorically prohibit bribery, corruption, extortion, and other unethical practices in any form. Suppliers are expected to conduct their business affairs with integrity, refraining from offering, soliciting, or accepting bribes or improper advantages, whether directly or indirectly.

4. Fair Competition

PBS fosters a competitive marketplace characterized by fairness, integrity, and innovation. We expect our Suppliers to embrace fair competition principles, refraining from engaging in anticompetitive practices such as price-fixing, bid-rigging, market allocation, or abuse of market dominance. We encourage healthy competition that benefits consumers and promotes innovation.

5. Confidentiality and Intellectual Property

We recognize the importance of safeguarding confidential information and intellectual property rights. Suppliers must respect the confidentiality of PBS's proprietary information and trade secrets, refraining from unauthorized disclosure or use. Additionally, Suppliers should protect PBS's intellectual property rights and refrain from infringing upon the intellectual property rights of others.

6. Transparency and Conflict of Interest

Transparency is paramount in our business relationships, and we expect Suppliers to disclose any conflicts of interest that may arise. Suppliers should avoid situations where personal interests conflict with the interests of PBS, and they must act in PBS's best interests at all times.

7. Environmental Responsibility

PBS is committed to environmental sustainability and expects our Suppliers to share this commitment. Suppliers should minimize their environmental impact by adopting sustainable practices, reducing waste generation, conserving resources, and complying with environmental regulations.

8. Human Rights and Labor Practices

We are committed to upholding human rights and ensuring fair labor practices throughout our supply chain. Suppliers must respect the dignity, rights, and well-being of workers, prohibit forced labor and child labor, provide safe working conditions, and promote diversity, equality, and non-discrimination in the workplace.

9. Ethical Sourcing and Supply Chain Responsibility

We expect our Suppliers to adhere to ethical sourcing practices and demonstrate responsibility in managing their supply chains. This includes ensuring the ethical treatment of workers, respecting indigenous rights, and avoiding sourcing from suppliers engaged in unethical practices such as human rights abuses, environmental degradation, or corruption.

10. Reporting and Accountability

PBS encourages a culture of transparency, accountability, and continuous improvement. Suppliers should promptly report any violations of this Supplier Code or ethical concerns to PBS for investigation and remediation. We hold ourselves and our Suppliers accountable for upholding the principles outlined in this Supplier Code.

11. Continuous Improvement and Collaboration

We recognize that ethical standards evolve, and we are committed to continuous improvement in our business practices. We value collaboration with our Suppliers to enhance ethical standards, promote sustainability, and drive positive social and environmental impact throughout our supply chain.

12. Compliance Monitoring and Enforcement

PBS reserves the right to monitor compliance with this Supplier Code through audits, assessments, and other measures. Non-compliance may result in corrective actions, termination of contracts, or other appropriate measures to ensure adherence to ethical standards and legal requirements.

13. Conclusion

By adhering to the principles outlined in this Supplier Code, PBS and its Suppliers contribute to a sustainable, ethical, and responsible business ecosystem. Together, we strive to create value for stakeholders, promote integrity, and foster trust in our relationships.