CODE OF CONDUCT
(Supplier Code of Conduct)

All Business Partners of PT Aqua Farm Nusantara must meet, at a minimum, the licence, environmental, and social indicators described below. This Code of Conduct aims to ensure that every supplier operates ethically, legally, and responsibly, in line with the ASC Feed Standard.

1. **Ethics Policy**
   (ASC Feed 2.1.1)
   Promote honest, responsible, and mutually respectful business relationships.

2. **Legal Compliance, Licences and Permits**
   (ASC Feed 1.1, 1.3, 1.17)
   Committed to complying with all applicable laws and regulations, including labour and environmental laws; holds all valid licences and permits required to operate; and encourages all business partners to follow the same compliance.

3. **Human Rights**
   (ASC Feed 1.4, 1.5, 1.6, 1.8, 1.9)
   Respect human rights in its business operations, including:
   a. No forced, bonded, or compulsory labour, and no human trafficking.
   b. No employment of children below the minimum age set by applicable law. Young workers (under 18) who are lawfully employed are protected and are not assigned to work that is hazardous to their safety, health, or development.
   c. No discrimination in recruitment, remuneration, access to training, promotion, or termination of employment.
   d. Respect workers' freedom of association and right to collective bargaining.
   e. Contract workers transparently, with written employment agreements that workers understand.

4. **Wages and Working Hours**
   (ASC Feed 1.10, 1.11)
   Comply with applicable regulations on legal wages (including minimum wage and overtime), social security, and maximum working hours.

5. **Health and Safety, Discipline, and Accommodation**
   (ASC Feed 1.7, 1.12, 1.14)
   Provide a safe, decent, and healthy working environment and accommodation (where provided) for workers. Physical punishment, threats of physical violence, sexual or other harassment, verbal abuse, and intimidation are prohibited. Disciplinary practices must respect workers' dignity and health.

6. **Anti-Bribery, Corruption, and Discrimination**
   (PT Aqua Farm Nusantara policy)
   No gifts, money, or other forms of gratification to gain an unfair advantage.

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7. **Worker and Local Community Grievance Mechanism**

(ASC Feed 1.13)

Provide a grievance mechanism accessible to workers and local communities so that issues can be resolved effectively and without retaliation.

8. **Product Quality, Safety, and Authenticity**

(ASC Feed 3.4)

Produce products that meet quality, safety, and authenticity requirements in accordance with applicable regulations.

9. **No Conflict of Interest**

(PT Aqua Farm Nusantara policy)

No personal interest in business or financial activities with business partners.

10. **Contribution to Social Welfare**

(ASC Feed 1.15)

Contribute to maintaining or improving the social and economic welfare of local communities, be aware of the impact of its operations on surrounding communities and engage with them constructively.

11. **Respect for Indigenous Peoples' Rights, Culture, and Territories**

(ASC Feed 1.16)

Respect the rights, culture, and territories of indigenous peoples.

12. **Water Use**

(ASC Feed 1.18)

Use water efficiently and responsibly and do not damage water resources.

Attachment: Water use report.

13. **Waste Management**

(ASC Feed 1.19, 1.20)

Manage waste, including effluent, responsibly in accordance with applicable regulations.

Attachment: Waste management report.

14. **Energy Consumption**

(ASC Feed 1.21)

Use energy responsibly and monitor greenhouse gas (GHG) emissions.

15. **Product Characteristics**

(ASC Feed 3.4.2, 3.4.3)

Be transparent about product characteristics.

16. **Political Activities**

(PT Aqua Farm Nusantara policy)

Shall not provide political or financial support to any party in support of political party activities.

17. **Business Integrity**

(PT Aqua Farm Nusantara policy)

Shall not accept or solicit goods and/or money as bribes in conducting or retaining business. No employee shall give, offer, or accept goods or money that could be regarded as a bribe. Any

request or offer of a bribe relating to the delivery of goods or services must be refused.

18. Gifts

(PT Aqua Farm Nusantara policy)

Neither the company nor its employees may accept anything from business partners. Any gift already received will be donated to a charitable organization.

DECLARATION OF COMMITMENT

Supplier Company, hereby declare and commit to:

1. Implement and comply with all provisions of this Code of Conduct.
2. Inform PT Aqua Farm Nusantara of any change in raw materials or materials that relates to our compliance.
3. Apply equivalent requirements to all of our suppliers.
4. Provide evidence of compliance in accordance with the ASC Feed Standard.
5. Communicate this Code of Conduct to all of our workers, business partners, and suppliers.
6. Accept that any violation of this Code of Conduct will be followed up in accordance with applicable regulations.

If **Supplier Company** is unable to comply with this Code of Conduct, PT Aqua Farm Nusantara reserves the right to terminate all forms of cooperation with the business partner.