



DTC World Corporation Pte Ltd

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Co.Reg.No. 200602269R

DTC WORLD Supplier Code of Conduct

GENERAL STANDARD

INTRODUCTION AND PURPOSE

DTC World Corporation Pte Ltd sources gifts and promotional items on a worldwide basis. We deeply recognize that our supply chain activities have a broad impact, and our responsibilities extend beyond our operations and those of our suppliers. We are also aware of local and national standards differences regarding many aspects of a supplier's business. There are minimum standards that all must achieve and are set out in this policy.

DTC World is committed to ethical business practices, and we hold our suppliers to the same high standards. Our policy is to comply with the relevant laws and regulations of the countries in which we operate and conduct our business activities in a responsible and ethical manner.

Our Code of Conduct declares that DTC World expects its suppliers to uphold the policies of DTC World concerning compliance with all applicable laws, respect for human rights, environmental conservation, and the safety of products and services. DTC World expects all suppliers to conduct their business socially responsibly and strive to meet or even exceed the above expectations

DTC WORLD SUPPLIER CODE OF CONDUCT

DTC World Supplier Code of Conduct establishes standards to ensure that working conditions in the supply chain are safe, that workers are treated with respect and dignity, and that business operations are environmentally responsible and conducted ethically.

The Code is made up of seven sections. Sections A, B and C outline standards for Labour, Health and Safety, and the Environment, respectively. Section D, E and F adds standards relating to Business Ethics, Information Security and Sustainable Procurement. Section G outlines the elements of an acceptable system to manage conformity to this Code.

A) LABOUR

Suppliers are committed to uphold the human rights of workers, and to treat them with dignity and respect as understood by the international community. This applies to all works including temporary, migrant, student, contract, direct employees, and any other type of worker.

The labour standards are:

1. Freely Chosen Employment

Forced, bonded (including debt bondage) or indentured labour or involuntary prison labour: slavery or trafficking of persons shall not be used. This includes transporting, harbouring, recruiting, transferring or receiving vulnerable persons by means of threat, force, coercion, abduction or fraud for the purposes of exploitation. All work must be voluntary, and workers shall be free to leave work at any time or terminate their employment. Workers must not be required to surrender any government-issued identification or passports of work permits as a condition of employment. Excessive fees are unacceptable, and all fees charged to workers must be disclosed.

2. Modern Slavery

Modern slavery is a heinous crime that affects communities and individuals across the globe. Modern Slavery is defined as the exploitation of people for personal or commercial gain. All suppliers are required to comply with the Modern Slavery Act 2015

3. Child Labour Avoidance

Child labour is not to be used in any stage of manufacturing. The term “child” refers to any person employed under the age of 15 (or 14 where the law of the country permits), or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest. The use of legitimate workplace apprenticeship programs, which comply with all laws and regulations, is supported. Workers under the age of 18 shall not perform work that is likely to jeopardize the health or safety of young workers.

4. Freedom of Association

Open communication and direct engagement between workers and management are the most effective ways to resolve workplace and compensation issues. The rights of workers to associate freely, join or not join labour unions, seek representation and join workers' councils as well as right of collective bargaining in accordance with local laws shall be respected. Workers shall be able to openly communicate and share grievances with management regarding working conditions and management practices without fear of reprisal, intimidation or harassment.

5. **Fair Recruitment**

Practices Suppliers need to ensure that under no circumstances are candidates charged recruitment fees, no misleading or fraudulent practices are used during the recruitment process, which may mischaracterize the nature of the employment, remuneration amount or additional benefits related to housing and annual leave

6. **Humane Treatment**

There is to be no harsh and inhumane treatment, including any sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse of workers: nor is there to be the threat of any such treatment. Disciplinary policies and procedures in support of these requirements shall be clearly defined and communicated to workers.

7. **Non-Discrimination**

Supplier should be committed to a workforce free of harassment and unlawful discrimination. Companies shall not engage in discrimination based on race, colour, age, gender, sexual orientation, ethnicity, disability, pregnancy, religion, political affiliation, union membership or marital status in hiring and employment practices such as promotions, rewards, and access to training. In addition, potential workers should not be subjected to medical tests that could be used in as discriminatory way.

8. **Gender Equality**

Suppliers must comply with gender pay gap reporting legislation where applicable and develop plans to provide equal opportunities to employees irrespective of their gender

9. **Working Hours**

Studies of business practices clearly link worker strain to reduced productivity, increased turnover and increased injury and illness. Workweeks are not to exceed the maximum set by local law. Further, a workweek should not be more than 60 hours per week, including overtime, except in emergency or unusual situations. Workers shall be allowed at least one day off per seven-day week.

10. **Wages and Benefit**

Compensation paid to workers shall comply with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits. In compliance with local laws, workers shall be compensated for overtime at pay rates greater than regular hourly rates.

Deduction from wages as a disciplinary measure shall not be permitted. The basis on which worker are being paid is to be provided in a timely manner via pay stub or similar documentation.

Examples of actual or potential non-compliance

- Any type of forced, prison, indentured, or bonded labor
- Retaining original government-issued identification, passports or work permits without employee consent (retention of copies is permitted where required)
- Use of workers below the legal age of employment
- Lack of compliance with minimum wage and overtime guidelines
- Incorrect pay records and calculation; late payment of wages; improper wage deduction
- Failure to provide employer/employee mandated benefits (eg rest day)
- Denial of mandated meal and rest breaks
- Evidence of physical or sexual abuse or harassment
- Lack of written policies prohibiting physical or sexual abuse or harassment
- Lack of feedback system between employees and management
- Evidence of failure to acknowledge indigenous and rural communities' legal, customary or user rights to their territories, land and resources

Examples of good management practices

- Supplier's hiring practices, and those of any labor recruiters, prohibit forced or bonded labor
- Has Anti-Slavery and Human Trafficking Policy in place
- Do not withhold Government-issued identification, passports or work permits from the employee
- Verifies the age of each worker prior to employment
- Has a clear program for hiring, training, and promoting apprentices
- Employees are provided payslip that clearly indicate compensation, including overtime hours and overtime compensation levels
- Workers are encouraged to feedback
- Pay workers for overtime in accordance with applicable law
- Written policies and practices are in place prohibiting harassment and abuse
- Training program for management and supervisors in place for disciplinary procedures and actions
- Grievance program in place
- Investigate worker concerns about illegal or unethical conduct, and resolves substantiated concerns with appropriate discipline according to its policies and practices

B. HEALTH and SAFETY

Suppliers recognize that in addition to minimizing the incidence of work-related injury and illness, a safe and healthy work environment enhances the quality of products and services, consistency of production and worker retention and morale. Suppliers also recognize that ongoing worker input and education is essential to identifying and solving health and safety issues in the workplace.

The health and safety standards are:

1. Occupational Safety

Provide safe and healthy working conditions at all of their operations. Worker exposure to potential safety hazards (eg. electrical and other energy sources, fire, vehicles, and fall hazards) are to be controlled through proper design, engineering and administrative controls, preventative maintenance and safe work procedures (including lockout/tag out and ongoing safety training. Where hazards cannot be adequately controlled by these means, workers are to be provided with appropriate, well-maintained personal protective equipment. Workers shall not be disciplined for raising safety concerns.

2. Emergency Preparedness

Potential emergency situations and events are to be identified and assessed, and their impact minimized by implementing emergency plans and response procedures, including emergency report, employee notification and evacuation procedures, worker training and drills, appropriate fire detection and suppression equipment, adequate exit facilities and recovery plans.

3. Occupational Injury and Illness

Procedures and systems are to be in place to prevent, manage, track and report occupational injury and illness, including provisions to: a) encourage worker reporting; b) classify and record injury and illness cases; c) provide necessary medical treatment; d) investigate cases and implement corrective actions to eliminate their caused; and d) facilitate return of workers to work.

4. Industrial Hygiene

Worker exposure to chemical, biological and physical agents is to be identified, evaluated, and controlled. Engineering or administrative controls must be used to control overexposures. When hazards cannot be adequately controlled by such means, worker health is to be protected by appropriate personal protective equipment programs.

5. Physically Demanding Work

Workers exposure to the hazard of physically demanding task, including manual material handling and heavy or repetitive lifting, prolonged standing and highly repetitive or forceful assembly task is to be identified, evaluated and controlled

6. Machine Safeguarding

Production and other machinery shall be evaluated for safety hazards. Physical guards, interlocks and barriers are to be provided and properly maintained where machinery presents an injury hazard to workers.

7. Sanitation, Food, and Housing

Workers are to be provided with ready access to clean toilet facilities, potable water and sanitary food preparation, storage facilities and eating facilities. Workers dormitories provided by the

Suppliers or a labour agent are to be maintained clean and safe, and provide with appropriate emergency exit, hot water for bathing and showering, and adequate heat and ventilation and reasonable personal space along with reasonable entry and exit privileges.

Examples of actual or potential noncompliance

- Blocked aisles and passageways; blocked, locked, or no emergency exits
- No fire alarm system or public address system; inadequate fire extinguishers or fire-fighting equipment
- No evacuation plan, signage or drills
- Missing exit signs; insufficient emergency lighting
- Lack or improper use of personal protective equipment or improper use
- Exposure to hazardous chemicals or substances to workers
- Hazardous chemicals or substances that are without proper labels and data sheets or kept in unsecure locations
- Missing or inadequate first-aid supplies or emergency care
- Unsanitary or insufficient toilets, hand washing or canteen areas; no drinkable water
- Periodic environmental audits not conducted to confirm that its operations are in accordance with laws, regulations and standards
- Did not perform Routine building and machine maintenance
- Repetitive lifting or unusually heavy objects or work requiring extremely awkward postures
- Presence of Electrical hazards (e.g. bare wires, exposed electrical panels, ungrounded equipment, overloaded circuits)

Examples of good management practices

- Management system has been implemented to identify and control potential hazards and to strive for continuous improvement (e.g. ISO 45001)
- Health and safety manager has been appointed to oversee compliance
- Health and safety training is provided to all employees during initial orientation and on an ongoing basis
- Workplace incidents are reported and investigated, and action taken to minimize the potential for future occurrence
- Formal and informal management self risk assessments are completed on a routine basis
- New equipment, processes and facilities are reviewed for potential health and safety risks prior to initiation with full training provided to all operators
- Emergency evacuation drills are conducted regularly

C. ENVIRONMENTAL

Suppliers must recognize that environmental responsibility is integral to producing world class products. In manufacturing operations, adverse effects on the community, environment and natural resources are to be minimized while safeguarding the health and safety of the public.

DTC World's suppliers and business partners must comply fully with all relevant and applicable laws, regulations, permits, and authorizations governing environmental issues. They must conduct their business in a way that is consistent with DTC World's environmental policy.

The environmental standards are:

1. Environmental Management

Suppliers should have a complete and effective environmental management system (EMS) (written policies, processes, and requirements for environmental protection and pollution prevention/source reduction) that is in accordance with laws, regulations, and standards.

2. Environmental Permits and Reporting

All required environmental permit (e.g. discharge monitoring), approvals and registrations are to be obtained, maintained and kept current and their operational and reporting requirements are to be followed.

3. Greenhouse Gas Emissions

Suppliers should have plans to reduce greenhouse gas emissions from operations, manufacture and use of products. Suppliers must seek to reduce their environmental impacts and measure own scope 1 and scope 2 carbon emission

4. Air Emissions

Air emissions of volatile organic chemicals, aerosols, corrosives, particulates, ozone depleting chemical and combustion by-products generated from operations are to be characterized, monitored, controlled and treated as required prior to discharge.

5. Transportation

Suppliers should seek to minimize the environmental impacts arising from transportation and logistics choices

6. Energy Consumption

Suppliers should have a policy for the efficient use and conservation of energy. Where possible, developing reliance on renewable energy sources in the form of solar panels or transferring to a renewable energy provider is recommended.

7. Pollution prevention and Resource Reduction

Waste of all types, including water and energy, are to be reduced or eliminated at the source or by practices such as modifying production, maintenance and facility processes, materials substitution, conservation, recycling and re-using materials.

8. Hazardous Materials

Chemical and other materials posing a hazard if released to the environment are to be identified and managed to ensure their safe handling, movement, storage, use, recycling or reuse and disposal.

9. Waste

All waste must be handled, stored, recycled, re-used, and managed in compliance with local laws.

10. Industrial Wastewater and Solid Waste

Wastewater and solid waste generated from operations, industrial processes and sanitation facilities are to be characterized, monitored, controlled and treated as required prior to discharge or disposal.

11. Product Content Restrictions

Suppliers are to adhere to all applicable laws and regulations and customer requirements regarding prohibition or restriction of specific substances including labelling for recycling and disposal.

12. Reuse and Recycling

Suppliers should re-use and recycle materials where possible. Products and packaging should be designed to simplify re-use and recycling.

13. Protect Water Resources

Suppliers should have a policy for the efficient use and conservation of water. Protect water resources by minimizing use of water in operations, avoiding contamination from their operations, and reducing the impact on the water resources of the surrounding communities

14. Biodiversity Conservation and Protection

Suppliers must adhere to all relevant local, national, and international laws and regulations pertaining to biodiversity conservation, including those related to protected species and habitats. Suppliers should prioritize sourcing materials and products from sources that practice sustainable and responsible land and resource management. This includes avoiding the use of materials that contribute to deforestation, habitat destruction, or overexploitation of natural resources. Strictly prohibit the use of any materials derived from endangered or threatened species as specified by the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES). Suppliers should take measures to protect critical habitats and ecosystems in their operations, avoiding activities that could harm these areas.

Examples of actual or potential non-compliance

- Obtains products/ raw materials from ancient, endangered or illegal sources
- Illegal discharge of waste resulting in the pollution of local waterways
- Non-compliance with local environmental laws
- Locate operations in biodiversity sensitive areas
- does not have a process to identify applicable laws, regulations, and standards
- does not have appropriate records documenting compliance to the law, such as required environmental monitoring, reporting, permits, etc.

- No proper training provided to employees on proper handling, use and storage of hazardous waste and on emergency procedures
- Unlawful disposal of chemicals or waste and uncontrolled air emissions
- Discharge untreated wastewater into the rivers and streams
- Chemicals not being properly used, managed, stored and disposed
- Hazardous and combustible materials and waste not clearly marked and/or properly stored
- Use of banned substances and improper use of pesticides or herbicide

Examples of good management practices

- Seeks to optimize renewable energy techniques via solar, wind, water and other natural resources
- Add control valves to water systems
- Improves products by using sustainable alternatives
- Conducts periodic environmental audits to confirm that its operations are environmentally responsible and are conducted in accordance with laws, regulations and standards, including certification to the ISO 14001 environmental management standard, or equivalent
- Try to conserve natural resources in sourcing practices
- Programs in place for the efficient use of materials and resources, including waste reduction, re-use and recycling, and post- consumer waste
- Constantly review and improve environmental performance of its supply chain
- Prioritizes recycled materials and products and strives to offer paper or plastic material alternatives

D. ETHICS

To meet social responsibilities and consider operating with integrity as the foundation of business relationships. In order to achieve success in the market, suppliers are expected to uphold the highest ethical standards that include:

1. Business Integrity

The highest standards of integrity are to be upheld in all business dealings. Suppliers shall have a zero-tolerance policy towards all forms of bribery, corruption, extortion and embezzlement (covering promising, offering, giving or accepting any bribes). All business dealings should be performed in a transparent manner and shall be transacted to reflect compliance with anti-corruption laws.

2. Conflicts of Interest

Suppliers should make decisions free of any conflict of interest. A conflict of interest is where personal interests compete, or appear to compete, with the ability to perform or exercise impartial judgement.

3. No Bribery or Other Improper Advantage

Bribes or other means of obtaining undue or improper advantage are not to be offered or accepted.

4. Hospitality and Gifts

Hospitality and gifts must be legal, within policy limits (for the giver and receiver), not cash or a cash equivalent, transparent and documented.

5. Fair Business, Advertising and Competition

Standards of fair business, advertising and competition are to be upheld. Means to safeguard customer information should be available.

6. Protection of Identify

Suppliers must have a Programs that ensure the confidentiality and protection of supplier and employee whistle-blower are to be maintained.

7. Non-Retaliation

Suppliers should have a communicated process for their personnel to be able to raise any concern without fear of retaliation.

8. Financial Records, Money Laundering and Insider Trading

All business and commercial dealings are transparently performed and accurately recorded in the supplier's books and records. There is no actual or attempted participation in money laundering. No confidential information in the supplier's possession regarding DTC World is used to either engage in or support insider trading

Examples of actual or potential non-compliance

- Ineffective monitoring of internal compliance performance
- Failure to review and act upon complaints about non-compliance from employees or others within a reasonable time period

Examples of good management practices

- Senior management supports compliance objectives and practices, and enforces them
- Supplier discloses potential and actual conflicts of interest to DTC World
- Supplier follows written policies and guidelines on conflicts of interest, giving and receiving of gifts, business trips, entertainment, the use of representatives and agents, and facility

E. SECURITY COMPLIANCE

Suppliers shall ensure that in providing the services it has appropriate information security protection measures to manage the risks to the information provided by DTC World. As a minimum, information security protection should be included in the following areas: Information Security Management, Contingency Planning, Business Continuity and Disaster Recovery, Operations Security, Personnel Security, Communications Security and Physical Security together.

1. Information Security

Suppliers must have appropriate controls in place to manage the risks to DTC World's proprietary information and third-party information entrusted. In respect of Suppliers who will hold personal data, critical or highly critical data, DTC World will require the supplier to have an information security policy that is certified compliant. The use, transfer or copying of any proprietary information provided by DTC World is prohibited without explicit consent from DTC World and that the information can only be used for the purposes for which it was intended by DTC World. It is expected that suppliers have appropriate policies in place to prevent inappropriate access or disclosure of commercially sensitive information. These policies must align with legal and regulatory requirements.

2. Data Privacy

Suppliers are committed to protecting the reasonable privacy expectations of personal information of everyone suppliers do business with, including suppliers, customers, consumers and employees. Comply with privacy and information security law and regulatory requirements when personal information is collected, stored, processed, transmitted, ad shared.

3. Disclosure of Information

According to applicable regulations and prevailing industry practices, information is disclosed regarding business activities, structure, financial situation, and performance. Falsification or records or misrepresentations of conditions or practices in the supply chain are unacceptable. All suppliers who have access to confidential data must sign the Data Protection Confidentiality Agreement.

4. Intellectual Property

Intellectual property rights are to be respected; transfers of technology and know-how is to be done in a manner that protects intellectual property rights.

5. Disaster Recovery Planning

Suppliers must have a disaster recovery plan which is regularly tested, documented and reviewed.

Examples of actual or potential non-compliance

- Allow open access by unauthorized third parties to the Supplier network or premises
- Do not have appropriate firewalls and other IT practices
- Lack of controls around removable media

Examples of good management practices

- Appoints an information security manager to manage and review policies and procedures
- All staff have log in and passwords to access the supplier network and know not to issue these details to third parties or other team member
- Performing penetration testing and vulnerability scans on a regular basis

F. SUSTAINABLE PROCUREMENT

Sustainable procurement is the integration of socially ethical and environmental principles into your company's procurement processes. Suppliers are expected to implement sustainable procurement practices within their own organization. Their suppliers should be aware of and compliant with this Code of Conduct, to ensure that our standards are upheld throughout the supply chain.

Examples of actual or potential non-compliance

- Disregard reports of supplier violations
- Not conduct regular due diligence on supplier social and environmental practices
- Examples of good management practices
- Integrate social and environmental clauses into supplier contracts
- Conduct supplier assessments regarding their social and environmental practices
- Develop a standardized on-site audit procedure
- Provide training internally and to suppliers on Sustainable Procurement practices
- Brief other suppliers on the requirements of DTC World using DTC Supplier Code of Conduct

G. MANAGEMENT SYSTEM

Suppliers shall adopt or establish a management system whose scope is related to the content of this Code. The management system shall be designed to ensure (a) compliance with applicable laws and regulations; (b) conformance with this Code and (c) identification and mitigation of operational risks related to this Code. It should also facilitate continual improvement.

The management system should contain the following elements:

1) **Company Commitment**

Corporate social and environmental responsibility policy statement affirming Supplier's commitment to compliance and continual improvement are endorsed by executive management.

2) **Management Accountability and Responsibility**

Supplier clearly identified company representative(s) responsible for ensuring implementation of the management systems and associated programs. Senior management reviews the status of the management systems on regular basis.

3) **Legal Requirements**

A process of identify, monitor and understand applicable laws and regulations, including the requirements of the Code.

4) **Risk Assessment and Risk Management**

Process to identify the environmental, health and safety and labour practice and ethics risks associated with Supplier's operations. Determination of the relative significance for each risk and implementation of appropriate procedural and physical controls to the identified risks and regulatory requirements.

5) Improvement Objectives

Written performance objectives, targets and implementation plans to improve the Supplier's social environmental performance including a periodic assessment of Suppliers performance in achieving those objectives.

6) Training

Programs for training managers and workers to implement Supplier's policies, procedures and improvement objectives and to meet applicable legal and regulatory requirements.

7) Communication

Process for communicating clear and accurate information about Supplier's performance, practices and conditions covered by this Code and to foster continuous improvement.

8) Worker Feedback and Participation

Ongoing processes to assess employees' understanding of and obtain feedback on practices and conditions covered by this Code and to foster continuous improvement.

9) Audits and Assessments

Periodic self-evaluations to ensure conformity to legal and regulatory requirements, and to content of the Code related to social and environmental responsibility.

10) Corrective Action Process

Process for timely correction of deficiencies identified by internal or external assessments, inspections, investigations and reviews.

11) Documentation and Records

Creation and maintenance of documents and records to ensure regulatory compliance and conformity to company requirements along with appropriate confidentiality to protect privacy.

H. DIVERSITY, EQUITY AND INCLUSION

At DTC World, we are committed to fostering a diverse, equitable, and inclusive business environment. We believe that promoting diversity, equity, and inclusion is not only a moral imperative but also essential for driving innovation and achieving long-term success. We expect our suppliers to share in this commitment and adhere to the following DEI requirements and standards:

1) Diversity in Workforce:

Suppliers must actively promote diversity in their workforce, ensuring fair representation of individuals from different backgrounds, including but not limited to race, ethnicity, gender, age, sexual orientation, and disability.

2) Equal Opportunities:

Suppliers should provide equal opportunities for professional development, advancement, and training to all employees, irrespective of their background.

3) Inclusive Workplace Culture:

Suppliers are expected to cultivate an inclusive workplace culture that values and respects differences. This includes creating an environment free from discrimination, harassment, and bias.

4) Pay Equity:

Suppliers must demonstrate a commitment to pay equity by regularly assessing and addressing any gender or ethnicity-based pay gaps within their organization.

5) Accessibility and Accommodations:

Suppliers should strive to create accessible and accommodating workplaces for individuals with disabilities, ensuring that facilities and processes are designed with inclusivity in mind.

6) Supplier Diversity:

We encourage our suppliers to engage with diverse-owned businesses, including minority-owned, women-owned, and disability owned enterprises, in their own supply chain.

7) Training and Education:

Suppliers are expected to provide ongoing DEI training for their employees, raising awareness and promoting a better understanding of diversity issues.

8) Continuous Improvement:

Suppliers should continually assess and enhance their DEI efforts, seeking feedback from employees and stakeholders to drive meaningful and sustainable change.

BREACH OF SUPPLIER CODE OF CONDUCT

Our goal is to build trust-based relationships with ethical Supplier Partners who follow these Guiding Principles. We expect our Supplier Partners to cooperate with our reasonable requests for information, certifications, and audit access.

Suppliers will be required to confirm that they have read and understood the policy and comply with its terms as part of their ongoing contractual. All relevant suppliers will be required to attend training to support the guidance in this policy.

When there is a concern, our practice is to work with the Supplier Partner. We may be able to help identify possible improvements. However, when a concern can't be corrected or a supplier partner is unwilling to engage, we reserve the right to end our relationship.

By working closely with our Supplier Partners, we believe we can achieve mutual success while helping communities and the wider world thrive.

COLLABORATION

- Where appropriate, DTC World is prepared to work with suppliers to achieve collaborative relationships for the benefit of both businesses
- We welcome, rather than penalize, suppliers who strive to identify areas of non-conformance and develop proactive plans to achieve compliance
- Supplier Code of Conduct is issued to our suppliers
- Assessments are undertaken regarding compliance with company standards as part of the vetting process for new suppliers
- We also audit our high risk suppliers bi-annually to assess ongoing compliance with DTC Suppliers Code of Conduct and other relevant company standards
- Wherever possible, we work with our suppliers to support them to address weaknesses identified through identification of root cause and implementation of corrective actions.

WHISTLEBLOWING

Report if you see irregularities such as -

- Products that are unsafe for consumers
- Bribery of DTC World personnel, e.g. Purchaser and QC
- Leaking Confidential Information
- Waste/ Water/ Air Pollution
- Mishandling Chemicals or Hazardous Materials
- Child Labour
- Unsafe Working Environment

Informants can report cases through the below whistleblowing channels:

Receiving Officer: General Manager

Hotline : +65 97299116

Email : whistleblowing@dtcworld.com

Wechat. : yeechin77

Office Address: 7 Gambas Crescent, #05-24 ARK @ Gambas, Singapore 757087



DTC World Corporation Pte Ltd

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Name & Signature : _____
Designation : CEO



Name & Signature : _____
Designation : Managing Director