



ECOS Supplier Code of Conduct

Purpose and Scope

ECOS is committed to responsible sourcing and long-term, ethical partnerships across its global supply network. This Supplier Code of Conduct outlines the minimum standards for legal compliance, product quality, environmental stewardship, social responsibility, and transparent communication. All suppliers and subcontractors are required to meet these standards.

Legal and Regulatory Compliance

Suppliers must comply with all applicable local, national, and international laws and regulations, including those related to product safety, environmental protection, labor, and human rights. Suppliers must ensure that these requirements are also met by any subcontractors involved in ECOS-related work.

Quality and Reliability

- Products and services must meet agreed specifications and be safe, compliant, and fit for purpose.
- Suppliers must deliver within agreed timelines and proactively communicate any anticipated delays, disruptions, or quality concerns.
- Suppliers must maintain robust quality-management systems and documentation.

Environmental Responsibility

- Suppliers must comply with applicable environmental regulations and industry standards.
- Suppliers should work to reduce carbon emissions, waste, water use, and overall resource consumption.
- Suppliers must maintain transparency regarding the environmental impacts of materials and processes used.
- Suppliers must maintain accurate documentation of environmental certifications and sustainability initiatives.

Social and Human Rights Standards

- Suppliers must uphold all relevant labor and human rights laws and international standards.
- Suppliers must ensure safe working conditions, fair compensation, reasonable working hours, and non-discriminatory practices.
- Forced labor, child labor, human trafficking, and harassment are strictly prohibited.
- Suppliers are encouraged to conduct regular internal assessments or third-party audits to ensure ongoing compliance.



Transparency, Communication, and Certifications

- Suppliers must maintain open and transparent communication with ECOS, including early notice of issues or changes that may impact quality, availability, or product certifications.
- Suppliers must promptly disclose any changes in material composition, sourcing, or sustainability attributes that may affect ECOS product-level certifications.
- Suppliers must keep ECOS informed of the status of key certifications (e.g., FSC, RSPO, LEED, ISO, or other relevant standards) and notify ECOS of any lapses or risks to certification.

Collaboration and Continuous Improvement

- ECOS is committed to collaborating with suppliers to meet and exceed the expectations in this Code.
- ECOS may provide guidance, training, and best practices to support supplier improvement.
- Suppliers are encouraged to share challenges and improvement opportunities so that ECOS and suppliers can work together toward higher performance.

Compliance, Monitoring, and Consequences

- ECOS may review supplier performance, request documentation, and conduct on-site or virtual audits where appropriate.
- Non-compliance with this code may lead to corrective action requirements, reduced business, or termination of the supplier relationship.
- Additional operational details, including specific quality thresholds, documentation requirements, and enforcement procedures, are set out in the ECOS Supplier Compliance Policy, which forms part of the contractual expectations for suppliers.