

Supplier Code of Conduct establishes the minimum standards required for all suppliers in our supply chain. Compliance with this Code is mandatory for all suppliers, contractors, and subcontractors.

## **2. Prohibition of Child and Forced Labor**

- Suppliers must not employ workers under the minimum legal working age in their country of operation or under 15 years of age, whichever is stricter.
- Suppliers must not engage in or support forced labor, including bonded labor, indentured labor, or involuntary prison labor.
- Workers must be employed voluntarily and have the right to terminate their employment with reasonable notice.

## **3. Fair Wages and Working Conditions**

- Suppliers must compensate employees fairly, adhering to applicable wage laws and ensuring at least the legal minimum wage.
- Working hours must comply with local regulations and international standards, ensuring reasonable work-life balance.
- Working environments must be safe, hygienic, and free from harassment, discrimination, and abuse.

## **4. Health and Safety**

- Suppliers must provide a safe and healthy work environment, taking proactive measures to prevent accidents and occupational hazards.
- Adequate training, protective equipment, and emergency preparedness must be ensured for all workers.

## **5. Environmental Responsibility**

- Suppliers must comply with environmental laws and regulations, actively reducing waste, emissions, and pollution.
- Sustainable sourcing of raw materials and responsible waste disposal practices are required.



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- Suppliers must implement grievance mechanisms for employees to report violations without fear of retaliation.
  - Violations of this Code may result in contract termination or other corrective measures.

**8. Acknowledgment** All suppliers must acknowledge and agree to this Code of Conduct as part of their contractual obligations with Flash Motors.

By implementing this Supplier Code of Conduct, Flash Motors ensures ethical sourcing and responsible business operations throughout its supply chain.

5-7 Orchard Road  
Kingston 5,  
St. Andrew,  
Jamaica  
info@flash-motor.com  
www.flash-motors.com



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