

## Code of Conduct

Sabrina has cultivated a tradition of excellence since our establishment. This commitment to excellence extends to every area of our activities. We know that high-performance culture must go hand-in-hand with a culture of responsibility. We declare our strict observance to all applicable laws. We also expect our partners to meet the standards.

### >> **Prohibition of Forced Labor:**

We ensure that all employment in our factory is voluntary.

### >> **Prohibition of Child Labor:**

We have a zero-tolerance policy when it comes to child labor.

### >> **Prohibition of Harassment, Abuse, and Discrimination:**

We ensure that all of our employees will not be subject to any form of discrimination, regardless of their gender, race, age, or any other status protected by laws.

### >> **Wage, Compensation and Benefit:**

We ensure that proper compensation for employees for all the work done. Employees are timely paid and the wages and benefits are in compliance with laws.

### >> **Hours of Work:**

Hours worked each day and days worked each week should not exceed the limitations of local laws.

### >> **Freedom of Association and Collective Bargaining:**

We respect employees' right to association.

### >> **Health and Safety:**

We provide a safe, clean, healthy and productive workplace for employees and proactively address any safety issues that could arise.

### >> **Environment:**

We will demonstrate a commitment to protecting the environment by actively monitoring environmental practices of the sites.