

Supplier Code of Conduct

Having buildings work. It's why we're here.

Olympic International Ltd. partners with suppliers that meet our standards and share our values. At Olympic, we are committed to **innovation** through continuous learning and improvement in all aspects of our work, including our supply chain. Suppliers that demonstrate **excellence** and **leadership** in regard to social and environmental standards lay the foundation to create best in class product.

Olympic International Ltd. requires suppliers to uphold this Code of Conduct, which has been developed in accordance with International Labour Organization standards. We seek **partnership** with suppliers to build trust and transparency throughout the industry. We are dedicated to fostering **generosity** by sharing knowledge and providing support, empowering both our suppliers and workers.

Legal Requirements

Employers shall adopt and adhere to all legal and regulatory requirements in the country where they do business. This requirement includes the safeguarding of workers' rights under national and international labour and social security laws and regulations.

Forced Labour

There shall not be any use of forced labour, whether in the form of prison labour, indentured labour, bonded labour or other forms of forced labour.

Child Labour

No person shall be employed under the age of 15 or under the age for completion of compulsory education, whichever is higher.

Non-discrimination

No person shall be subject to any discrimination in employment, including hiring, compensation, advancement, discipline, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, social group or ethnic origin.

Harassment or abuse

Every employee shall be treated with respect and dignity. No employee shall be subject to any physical, sexual, psychological or verbal harassment or abuse.

Freedom of association and collective bargaining

Employers shall recognize and respect the right of employees to freedom of association and collective bargaining. Where the right to freedom of association is restricted under law, employers seek to provide workers alternative means, that are safe and effective, to express and remedy workplace grievances.

Health and safety

Employers shall provide a safe and healthy workplace setting to prevent accidents and injury to health arising out of, linked with, or occurring in the course of work or as a result of the operation of employers' facilities. The same standards shall apply to residential facilities, where they are offered.

Hours of work

Employers shall not require workers to work more than the regular and overtime hours allowed by the law of the country where the workers are employed. The regular work week shall not exceed 48 hours. Employers shall allow workers at least 24 consecutive hours of rest in every seven-day period. All overtime work shall be consensual. Employers shall not request overtime on a regular basis and shall compensate all overtime work at a premium rate. Other than in exceptional circumstances, the sum of regular and overtime hours in a week shall not exceed 60 hours.

Compensation

Every worker has a right to compensation for a regular work week that is sufficient to meet the workers' basic needs and provide some discretionary income. Employers shall pay at least the minimum wage or the appropriate prevailing wage, whichever is higher, comply with all legal requirements on wages, and provide any fringe benefits required by law or contract. Where compensation does not meet workers' basic needs and provide some discretionary income, each contractor employer shall take appropriate actions that seek to progressively realize a level of compensation that does.

Environment

Suppliers are required to adhere to environmental legislation, secure relevant permits, and implement proactive measures to reduce environmental harm.

Transparency

Suppliers shall be transparent about their supply chains and use of subcontractors. All suppliers are required to have a system in place that ensures traceability of material and production.

Confidential grievance channel

Employees of suppliers are always encouraged to use their company's grievance channels. However, if you believe your rights have been violated or would like to report unethical behaviour, please email Grievances@olympicinternational.com. All communications are confidential.

As adapted from the Fair Labor Association's Code of Conduct and International Labour Organization Standards