

SUPPLIER Code of Conduct

Goodbaby International Holdings Limited (including all subsidiaries of different jurisdictions under its management control) (“GOODBABY” or “Company”) is constantly searching for qualified and reputable suppliers that meet the highest quality and have the willingness and ability to conduct their business in conformity with all applicable legal requirements and ethical standards.

GOODBABY requires its suppliers to meet the following standards, at a minimum, with respect to their operations as a whole. These minimum requirements are a part of all agreements between GOODBABY and its suppliers. GOODBABY expects its suppliers to develop and implement appropriate internal business processes to ensure compliance with this Supplier Code of Conduct (“SCoC”).

I. Laws and Regulations

The Company requires our suppliers to comply with all applicable laws and regulations of the countries in which the products are manufactured or the services are provided.

II. Labor Law Compliance

Suppliers shall comply with all applicable local and national labor laws.

1. Forced Labor

Suppliers shall maintain employment on a voluntary basis. Forced or prison labor will not be tolerated by the Company.

2. Child Labor

Supplier shall comply with all applicable local and national child labor laws.

3. Working Hours

Supplier shall comply with all applicable local and national work hours and overtime laws. Employees shall not work for more hours in the one week than allowable under applicable law and shall be compensated as appropriate for overtime work.

4. Wages and Benefits

Suppliers shall fairly compensate their employees by providing wages and benefits, which are in compliance with the national laws of the countries in which the supplier is doing business.

5. Discrimination

Supplier shall comply with all applicable local and national discrimination laws of the countries in which the suppliers are doing business. The Company believes that all terms and conditions of employment should be based on an individual’s ability to do the job, not on the basis of personal characteristics or beliefs.

6. Health and Safety

Supplier shall comply with all applicable local and national health and safety laws and furnish employees with safe and healthy working conditions. Factories working on Company products shall provide adequate medical facilities, fire exits and safety equipment, well-lit and comfortable workstations, clean restrooms, and adequate living quarters where necessary.

7. Freedom of association and collective bargaining

Suppliers shall acknowledge the rights of workers to associate or not associate with any group and collective bargaining, as permitted by and in accordance with all applicable laws and regulations.

III. Environment

Supplier shall comply with all applicable local and national environmental laws. It includes but not limits to waste management, pollution control, resource efficiency, energy consumption management and greenhouse gas emissions reduction. The Company has a role in protecting our environment and will favor suppliers who share its commitment to the environment.

IV. Business Integrity

Anti-corruption. Supplier shall comply with all applicable local and national laws of the countries where materials are sourced, produced and incorporated into GOODBABY product and shall not use bribes or fraudulent practices. In the case of services, the location of service delivery should prevail. The Supplier must never, directly or through intermediaries, offer or promise any personal or improper advantage in order to obtain or retain a business or other advantage from a third Party, whether public or private. The Supplier will not pay or accept bribes, arrange or accept kickbacks and shall not take any actions to violate, or cause its business partners to violate, any applicable anti-bribery laws and regulations including Chinese anti-corruption laws, U.S. Foreign Corrupt Practices and any other applicable anti-corruption laws

Whistleblowing mechanisms. The Supplier shall have systems in place enabling anonymous grievances, reporting and management. A designated officer shall continuously monitor the grievance mechanism, keep records on the issues raised and take appropriate actions in a confidential manner.

Anti-competitiveness. Suppliers shall comply with anti-trust and fair competition laws. Acts of collusion, cartel, price fixing, or other anti-competitive practices are prohibited.

Intellectual property. The Supplier shall take appropriate steps to safeguard and maintain confidential and proprietary information of its business partners and use such information only for the purposes authorized for use by the agreement of the parties.

Conflict of Interest. The Supplier is expected to report to GOODBABY any situation that may appear as a conflict of interest, and disclose to GOODBABY if any GOODBABY employee or professional under contract with GOODBABY may have an interest of any kind in the supplier's business or any kind of economic ties with the supplier.

V. Demonstration of Compliance and Inspection

Supplier must be able to demonstrate compliance with the SCoC at the request and satisfaction of GOODBABY.

The Company or independent third parties designated by the Company will regularly assess suppliers' compliance with the SCoC; the assessments generally include confidential interviews with employees and on-site contract workers. If a supplier fails to uphold any aspect of the SCoC requirements, the supplier is expected to implement corrective actions. The Company reserves the right to terminate an agreement or any outstanding orders with any supplier that cannot demonstrate that they are upholding the SCoC requirements and not to continue to do business in any manner with that supplier.

VI. Reporting Potential Violations

A failure by a supplier to comply with this SCoC, giving the Company the right to terminate the contract and seek compensation for any resulting expense or loss, and likely resulting in discontinuing our business relationship with that Supplier.

If the supplier is concerned that a violation of the SCoC, applicable regulations or laws is occurring or has occurred, report it immediately by sending email to: gb999@goodbabyint.com.

Please note that the failure to report any such violation may be considered to be a violation of the SCoC.

This SCoC was amended on 30 August 2024.