

## 1. Introduction

Miro is committed to conducting business in an ethical, responsible, and sustainable manner. We believe that our suppliers play a crucial role in supporting our commitment to integrity, social responsibility, and environmental sustainability. This Supplier Code of Conduct outlines the principles and expectations we have for our suppliers to ensure that our business relationships are conducted in a manner consistent with our values.

We expect our suppliers to share our commitments and approach, and we state below guidelines that we require of all our suppliers. We expect suppliers to conform to these guidelines and to confirm in signing up to this Code of Conduct that they in turn expect these requirements of their own supply chains.



## 2. Laws and regulations

Suppliers must comply with all applicable laws and regulations in the countries where they operate. This includes, but is not limited to, laws related to labour, human rights, environmental protection, health and safety, and anti-corruption. It also includes compliance with the International Labour Organisation (ILO) Core Conventions. It is the supplier's responsibility to maintain and enforce these standards within its own supply chain. Ethical business practices.

## 3. Business integrity

Suppliers shall not engage in any form of bribery or corruption or undertake any action that contravenes the Miro Anti-Bribery and Corruption policy.

## 4. Labour standards

Suppliers must adhere to internationally recognised labour standards, including the prohibition of child labour and forced labour. Workers should be provided with a safe and healthy working environment, fair wages, and reasonable working hours. Freedom of association and the right to collective bargaining should be respected. Suppliers are asked to report to Miro any incidents of slavery or human trafficking found in its business or supply chain.

## 5. Discrimination

All employees must be treated fairly and not discriminated against in any form of employment. Suppliers must not discriminate against any employee based on age, gender, sexual orientation, race, ethnicity, colour, disability, religion, political affiliation, union membership, national origin, marital or pregnancy status during any recruitment or employment activities.

## 6. Environmental Responsibility

Suppliers are expected to minimize their environmental impact by adopting sustainable practices. This includes reducing waste, conserving resources, and managing emissions. Suppliers must comply with relevant environmental laws and regulations.

## 7. Health and Safety

Suppliers must prioritise the health and safety of their employees and stakeholders. Adequate measures should be in place to prevent accidents and occupational health hazards. Suppliers must comply with all relevant health and safety regulations.

## 8. Confidentiality and Data Security

Suppliers must respect the confidentiality of information shared by Miro. They should implement appropriate measures to safeguard sensitive data and ensure compliance with data protection laws.

## 9. Compliance with Code

Failure to comply with this Supplier Code of Conduct may result in corrective actions, including but not limited to termination of the business relationship. Miro reserves the right to assess and address non-compliance on a case-by-case basis. By entering into a business relationship with Miro, suppliers acknowledge their commitment to upholding the principles outlined in this Supplier Code of Conduct. Miro is dedicated to working collaboratively with its suppliers to create a responsible and sustainable supply chain.

## 10. Reporting concerns

In relation to 2. to 9. Above, suppliers are invited to report any area of concern to Miro.

**You can email either the CEO, CFO or CCO directly [ceo@miroforestry.com](mailto:ceo@miroforestry.com);  
[cfo@miroforestry.com](mailto:cfo@miroforestry.com); [cco@miroforestry.com](mailto:cco@miroforestry.com).**