

Abraham Linc Supplier Code of Conduct

Abraham Linc is committed to corporate social responsibility and ethical management of our operations, including supply chain management. We expect our suppliers and subcontractors to adhere to these same values and provide for safe working conditions, respect for workers' human rights, and environmentally conscious business operations. The Abraham Linc Supplier Code of Conduct (the "**Code of Conduct**") establishes the minimum ethical requirements to which our suppliers, their factories, their managers and their upstream suppliers and partners must adhere ("**Upstream Suppliers**"). All Abraham Linc suppliers shall comply with the Code of Conduct, all applicable law and adhere to the guidance set forth in the attached Code of Conduct Guidance. We encourage our suppliers to proactively commit to continuous improvement and to strive to meet even higher standards where possible. So as to ensure alignment throughout the supply chain, suppliers must ensure that all upstream suppliers, agents, and third-party partners also adhere to this Code of Conduct.

Abraham Linc values transparency, social responsibility, and partnership with our suppliers. Any breach or violation of the Code of Conduct by a supplier or any Upstream Suppliers will result in a review and possible termination of the business relationship.

Freely Chosen Employment

Use of forced labor, bonded labor, or involuntary servitude by our suppliers is strictly prohibited. This prohibition includes human trafficking: transporting, harboring, recruiting, transferring or receiving persons by means of threat, force, coercion, abduction, withholding identity papers, or fraud for labor or services. Suppliers will not participate in, and suppliers will not utilize any recruiter or labor intermediary that participates in, any government-labor assignment program by which workers are assigned to suppliers and compelled to work against their will, such as programs that may be known as "mutual pairing assistance" or "poverty alleviation" or "land transfer and reemployment" programs. Compliance with the Uyghur Forced Labor Prevention Act (UFLPA) is mandatory and materials may not be sourced from the Xinjiang Uyghur Autonomous Region (XUAR) of the People's Republic of China or other regions prohibited by US or International Law.

Any source designated by any governmental authority as utilizing forced labor or engaging in human trafficking shall be deemed to be doing so and supplier must not utilize any such source.

Child Labor

There shall not be recruitment of any child labor [under 15]. In countries where local law sets a higher age limit for child labor, such higher standard shall be applicable.

Working Hours

Suppliers shall ensure that working hours, overtime, time off and leave comply with applicable law and any collective bargaining agreements. Overtime work hours must be in compliance with applicable law. All workers should have at least one rest day after six days of continuous work (or the minimum established by local law, for example there may be hourly limits).

Wages and Benefits

Wages and benefits shall be paid in a timely manner for a standard working week to meet, at a minimum, legal requirements. If there is no legal minimum wage or overtime pay in the country where the workers are employed, the supplier must adhere to wages at a rate are at least equal to the average minimum in the industrial sector in question. Wage deduction as a disciplinary measure is prohibited.

Freedom of Association

We expect suppliers to recognize and respect the right of employees to join or form trade unions and collectively bargain without penalty, discrimination or harassment where not otherwise prohibited by law.

Non-Discrimination

Suppliers shall comply with all applicable laws, rules and regulations promoting fair employment practices or prohibiting employment discrimination and unfair labor practices. As required by local laws, employment should be based upon the person's ability to do the job and not personal characteristics.

Humane Treatment

Workers must be treated with respect and dignity. Suppliers shall not use corporal punishment, threats or physical abuse on workers. Sexual or other harassment and intimidation are also prohibited.

Subcontracting

Suppliers must request written consent from Abraham Linc on any subcontracting work and may only work with a new subcontractor that has agreed to comply with the Code of Conduct. Unauthorized subcontractors are strictly prohibited.

Business Integrity & Ethics

Suppliers shall adhere to the highest standards of business integrity and ethics. Our suppliers agree prohibit and act against all forms of corruption and bribery, including extortion and kickbacks, including offering excessive gifts and favors, services of any kind, excessive meals or entertainment, or any other thing of high value to Abraham Linc's employees.

Health and Safety

Suppliers shall provide a safe working environment to all workers to avoid accidents and bodily injury, including safe equipment, safety training and adequate lighting and ventilation. Doors and other exits must be kept unlocked during working hours, with a sufficient number of fire extinguishers and exists. The same principles apply to suppliers who provide housing to employees.

Environment

Suppliers shall comply with all applicable environmental laws and regulations. Suppliers shall continuously monitor and manage all production processes, including raw materials procurement, chemicals handling, emissions, effluent discharges, and disposal of hazardous waste, to minimize negative impacts on the environment. Suppliers must be able to prove to us that an effective waste management system has been implemented and that employees whose work impacts the environment are given the resources to perform their duties in an environmentally responsible manner.

Confidentiality & Intellectual Property

Suppliers will additionally safeguard and make only appropriate use of Abraham Linc and its representative's confidential and/or personal information and ensure that Abraham Linc's intellectual property rights are respected and protected. Without express written permission all aspects of our business and partnership shall remain confidential.

Inspection and Access

Suppliers must familiarize workers with this Code of Conduct and display this Code of Conduct at their facilities in a place accessible to employees. Suppliers must translate this Code of Conduct into the local language if English is not read and understood by their employees. We reserve the right to inspect our suppliers' facilities and audit their operations with or without notice. Suppliers must agree to correct and improve on deficiencies.