



PRESTIGE LEAF

RESPONSIBLE SOURCING

PRINCIPLES FOR SUPPLIERS

v.1

02/03/2026

Purpose

Prestige Leaf is committed to conducting business responsibly and expects the same from its suppliers, including farmers, contractors and service providers.

These Responsible Sourcing Principles define the minimum environmental, social, ethical and governance standards that suppliers must meet when doing business with Prestige Leaf.

They are designed to promote legal compliance, ethical behavior, protection of people and responsible environmental management throughout our business relationships.

Scope

These principles apply to all suppliers providing goods or services to Prestige Leaf, including but not limited to:

- Agricultural inputs
- Materials and packaging
- Logistics and transport
- Processing services
- Equipment and maintenance
- Labor providers and contractors

Suppliers must ensure that their own subcontractors follow equivalent standards.

Compliance with Laws

Suppliers must comply with all applicable national and international laws, regulations, and permits related to:

- Labor and employment
- Health and safety
- Environmental protection
- Trade and customs
- Anti-corruption
- Data protection

Where legal requirements differ from these principles, the higher standard should be applied.

Human Rights and Labor Standards

Suppliers must respect internationally recognized human rights.

Child Labor

The use of child labor is strictly prohibited.

Forced Labor

All work must be voluntary. Slavery, trafficking, or coercion is not permitted.

Non-Discrimination and Respect

Workers must be treated with dignity and without discrimination, harassment, or abuse.

Freedom of Association

Where legally permitted, workers may associate and bargain collectively.

Wages and Working Hours

Compensation and working hours must comply with applicable laws.

Health and Safety

Suppliers must provide a safe and healthy workplace.

At a minimum, suppliers shall:

- Identify workplace hazards
- Provide necessary protective equipment
- Deliver safety training
- Maintain emergency preparedness

Environmental Responsibility

Suppliers are expected to minimize environmental impacts and operate responsibly.

This includes:

- Efficient use of energy and water
- Responsible waste handling
- Reduction of emissions and pollution
- Safe handling of chemicals
- Responsible application of crop protection agents
- Protection of soil, water, and biodiversity

Suppliers should maintain relevant permits and, where possible, implement environmental management practices.

Business Integrity and Ethics

Suppliers must conduct business ethically.

Anti-Bribery

No bribes, kickbacks, or improper payments are allowed.

Conflicts of Interest

Situations that could improperly influence business decisions must be disclosed.

Fair Competition

Suppliers must comply with competition laws.

Traceability and Transparency

Suppliers must maintain accurate records and provide information requested by Prestige Leaf to support:

- Product integrity
- Regulatory compliance

- Sustainability reporting
- Due diligence activities

False or misleading information is unacceptable.

Data Protection and Confidentiality

Suppliers must protect confidential and personal data and use it only for authorized purposes.

Monitoring and Verification

Prestige Leaf may verify compliance with these principles through:

- Self-assessments
- Documentation review
- On-site or remote audits

Suppliers are expected to cooperate and address identified gaps.

Corrective Actions

Where non-compliance is identified, suppliers must implement corrective actions within agreed timelines.

Failure to improve may affect the business relationship.

Continuous Improvement

Prestige Leaf encourages suppliers to strengthen their practices, enhance transparency, and adopt internationally recognized standards.

Acceptance

By doing business with Prestige Leaf, suppliers acknowledge and agree to follow these Responsible Sourcing Principles.