



SUPPLIER CODE OF CONDUCT

In every dealing with Metro Pacific Investments Corporation ("MPIC"), all suppliers should –

1. Conduct business responsibly, with integrity, honesty and transparency, and must always adhere to the principles of this Supplier Code.
2. Maintain awareness of, and comply with, all applicable laws, rules and regulations of the country of its operation and of the country in which MPIC operates.
3. Compete fairly for MPIC's business, without paying bribes, kickbacks or giving anything of value to secure an improper advantage.
4. Treat employees fairly and comply with all legal and regulatory requirements with respect to wages, working hours and benefits; provide a workplace free from discrimination, harassment and any other form of abuse; and prohibit use of child labor and all forms of forced or compulsory labor.
5. Respect employees' rights to freedom of association and collective bargaining, consistent with local laws.
6. Provide safe and healthy working conditions.
7. Carry out operations with care for the environment and comply with all applicable environmental laws and regulations.
8. Deliver products and services meeting applicable quality and safety standards. Suppliers are expected to: (i) Know and comply with the quality standards applicable to the products and/or services delivered or provided by them; and (ii) Report issues immediately to MPIC that could negatively affect the quality of a product or service delivered or provided by MPIC, or the public perception of any such product or service.
9. Ensure that all invoices and any customs or similar documentation submitted to MPIC or governmental authorities or audited by third parties in connection with transactions involving MPIC accurately describe the goods and/or services delivered or provided and the price thereof and ensure that all documents, communications and accounting are accurate and honest.
10. Comply with and have adequate measures in place to ensure compliance with all existing data protection or privacy laws including but not limited to Republic Act No. 10173 (Data Privacy Act of 2012), its Implementing Rules and Regulations and all MPIC policies relating to data protection as may be enacted and amended from time to time.

Any question or concern may be raised by a Supplier through compliance@mpic.com.ph.