



SUPPLIER CODE OF CONDUCT

Colourstone International Group Holdings Pty Ltd

Including Colourstone China Co LTD and its affiliated contract partners

Purpose

This Supplier Code of Conduct sets the minimum ethical, labour, environmental and business standards expected of all suppliers, subcontractors and labour providers engaged by Colourstone.

Labour Standards

Suppliers must prohibit forced labour, child labour, human trafficking, bonded labour and coercion. Employment must be voluntary and comply with applicable laws.

Worker Protections

Workers must retain control of their passports and identity documents, receive contracts in a language they understand, be free to terminate employment in accordance with local law, and must not pay recruitment fees.

Working Conditions

Suppliers must provide lawful wages, voluntary overtime, safe working conditions, appropriate PPE and comply with applicable health and safety legislation.

Business Ethics

Suppliers must operate with integrity, maintain accurate records, comply with anti-bribery laws and protect confidential information.

Environmental Responsibility

Suppliers are expected to minimise environmental impacts and comply with applicable environmental legislation.

Compliance & Audits

Colourstone may request evidence of compliance, third-party audit reports (including Disney ILS where applicable) and corrective action plans.

Non-Compliance

Failure to comply may result in corrective actions, suspension or termination of the supplier relationship.