

Supplier Code of Conduct

Ethical Compass for Our Suppliers



PREAMBLE — Laveen Company Ltd.

Laveen Company Ltd. operates as a commercial representative and retail operator in the Republic of Iraq, providing airline representation, brand distribution, and customer services in compliance with applicable laws, regulations, and contractual obligations.

The Company conducts its business responsibly and seeks to balance economic growth with social responsibility and environmental awareness. Laveen is committed to maintaining a fair and ethical working environment that promotes equality, diversity, and respect while reducing the environmental impact of its operations. Fair competition and transparent business practices guide all Company activities.

Laveen respects internationally recognized human rights and labor standards and expects the same commitment from its partners and suppliers. The Company supports principles that protect workers' rights, ensure safe working conditions, and promote equal treatment across all business relationships.

The Company aims to operate its activities in a manner that encourages responsible resource use, efficient operations, and continuous improvement in environmental performance across retail, logistics, and service delivery. Laveen seeks to work with partners that demonstrate similar responsibility toward climate and environmental considerations.

Compliance with the law forms a core principle of Laveen's governance. The Company undertakes due diligence in its supply chain and expects suppliers to comply with applicable national legislation, contractual standards, and internationally recognized ethical practices. This Supplier Code of Conduct reflects these expectations.

Laveen builds supplier relationships based on trust, quality, accountability, and long-term cooperation. Supplier selection considers not only commercial performance but also social responsibility, ethical conduct, and sustainability practices.

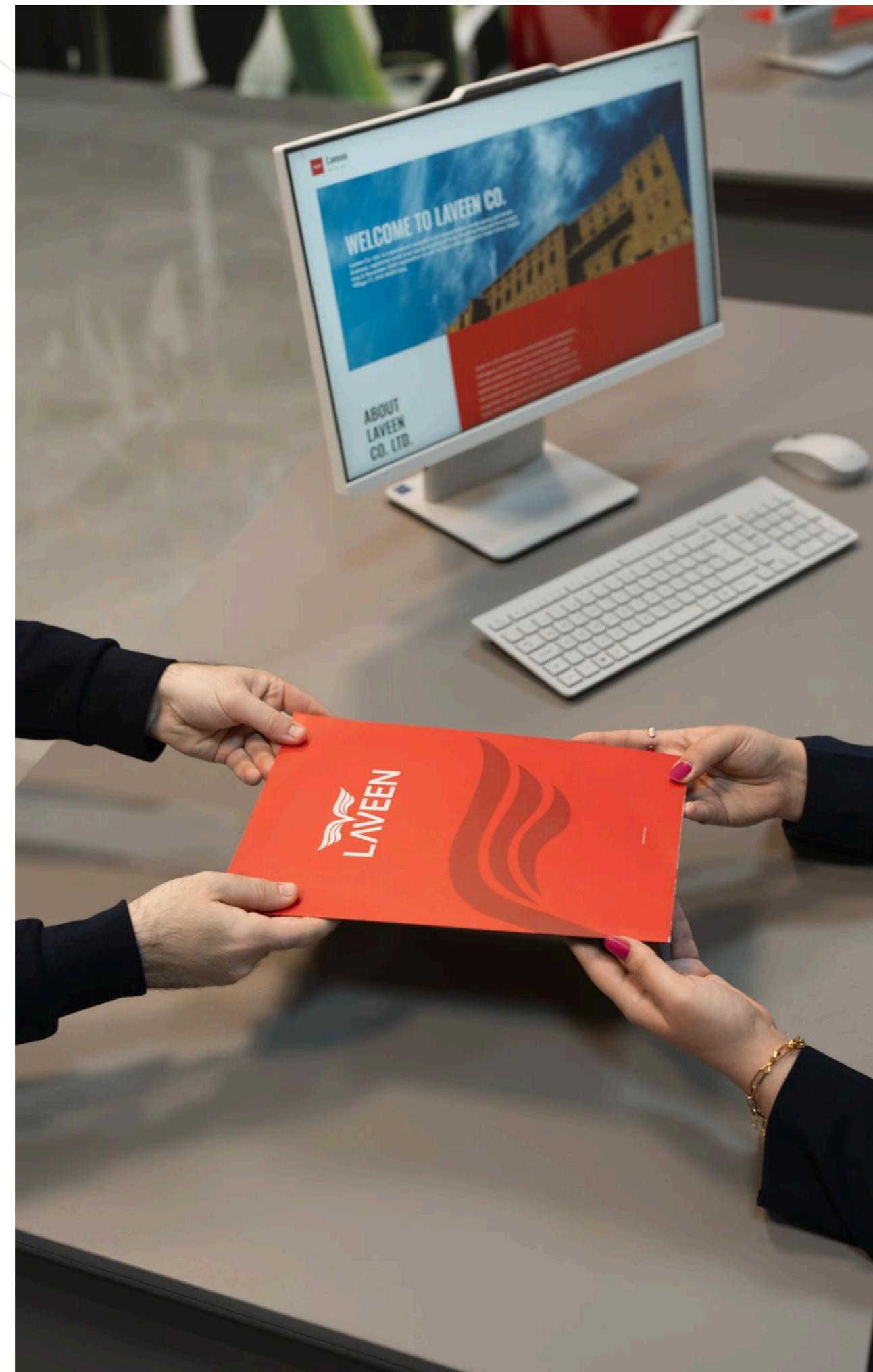
This Supplier Code of Conduct defines the standards expected from suppliers, subcontractors, and service providers working with Laveen. It addresses three key areas: environmental responsibility, social standards, and governance practices, ensuring that goods and services provided to the Company meet these requirements.

Respect for human rights, safe and healthy working conditions, environmental responsibility, and integrity in business conduct are essential for Laveen. The Company does not tolerate corruption, bribery, forced labor, child labor, discrimination, or violations of labor, environmental, or social standards.

Laveen seeks long-term partnerships with suppliers who share these values and demonstrate commitment to responsible and ethical business practices.

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REQUIREMENTS FOR SUPPLIERS

This Supplier Code of Conduct applies to all suppliers, contractors, service providers, and business partners working with Laveen Company Ltd. It establishes value-based minimum standards that apply to suppliers, their employees, representatives, and subcontractors.

Laveen expects its suppliers to comply with all applicable laws and regulations in the countries where they operate, source, manufacture, distribute, or provide goods and services. Suppliers must conduct their activities in line with the ethical principles and standards outlined in this Code of Conduct and ensure these standards are reflected throughout their own operations and supply chains.

This Code of Conduct complements applicable national legislation and contractual obligations. It does not replace local laws or regulatory requirements, and suppliers remain fully responsible for complying with all legal obligations in the jurisdictions where they operate.

ENVIRONMENT

Laveen Company Ltd. expects its suppliers to identify, prevent, and reduce the environmental impact of their activities and to contribute to climate and environmental protection across their operations and supply chains. Suppliers should continuously assess the environmental effects of their actions and take measures to minimize negative impacts.

Environmental responsibility means the careful and efficient use of resources throughout the entire business cycle. Suppliers are expected to develop, source, produce, and deliver products and services in a manner that minimizes the consumption of natural resources and reduces waste, wastewater, emissions, and other negative environmental impacts. This applies to raw materials, manufacturing processes, transportation, use, recycling, and disposal.

Laveen considers climate protection an important responsibility and encourages suppliers to support efforts that reduce harmful climate impacts and improve environmental performance. Suppliers are encouraged to establish environmental and climate objectives, increase transparency regarding energy consumption and emissions, and implement measures to avoid, reduce, or offset greenhouse gas emissions where feasible, including across their direct operations and wider supply chains.

Suppliers must conduct their activities in a manner that avoids significant environmental harm. This includes preventing soil degradation, air and water pollution, excessive noise emissions, and the unnecessary consumption of natural resources such as water and energy. Products and services should be designed, delivered, used, and disposed of with consideration for waste reduction, reuse, and recycling.

Suppliers must ensure that raw materials are sourced responsibly and in compliance with applicable environmental and human rights standards. Where relevant, suppliers should be able to demonstrate that materials are not derived from activities that cause deforestation, environmental destruction, or violations of community and land rights.

Laveen encourages suppliers to protect biodiversity and avoid activities that harm ecosystems or endangered species. Environmental responsibility should be considered across sourcing, logistics, retail operations, packaging, reuse, and recycling practices. Suppliers are also encouraged to support initiatives that promote environmental responsibility and the development and use of environmentally friendly technologies.

Where appropriate, Laveen may define specific environmental and climate requirements within contractual arrangements and may request documentation, data, or other information to verify compliance with these expectations.

Suppliers are expected to comply with applicable environmental legislation and recognized international standards related to hazardous materials, waste management, pollution prevention, responsible resource use, and the management of hazardous substances. The objective is to minimize environmental risks and ensure responsible environmental practices throughout the supply chain.



SOCIAL COMMITMENT

Laveen Company Ltd. expects its suppliers to respect internationally recognized human rights and labor standards and to avoid any action that contributes to human rights violations. These expectations apply to suppliers' own operations and throughout their supply chains.

Suppliers must not use or tolerate child labor, particularly the worst forms of child labor, and should support efforts aimed at eliminating child labor in all areas of their business. Suppliers must not use or tolerate any form of forced or compulsory labor, modern slavery, human trafficking, servitude, or other forms of exploitation. Employees must work voluntarily, with freedom of movement and the right to terminate employment in accordance with applicable laws.

Suppliers are expected to respect freedom of association and the right of employees to form or join trade unions, elect employee representatives, and engage in collective dialogue in accordance with local legislation.

Suppliers must provide a safe and healthy working environment and comply with occupational health and safety requirements applicable in the locations where they operate. Preventive measures, training, and appropriate safety procedures should be in place to protect workers.

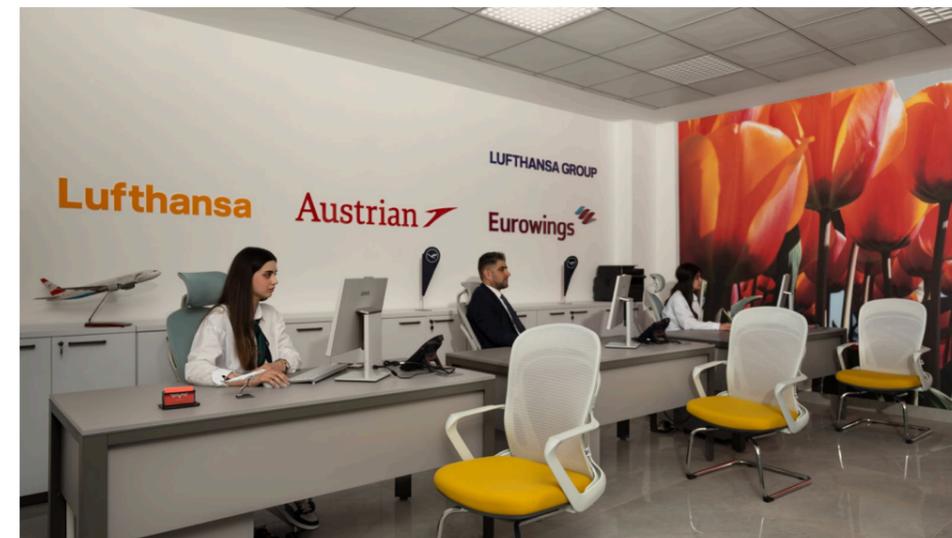
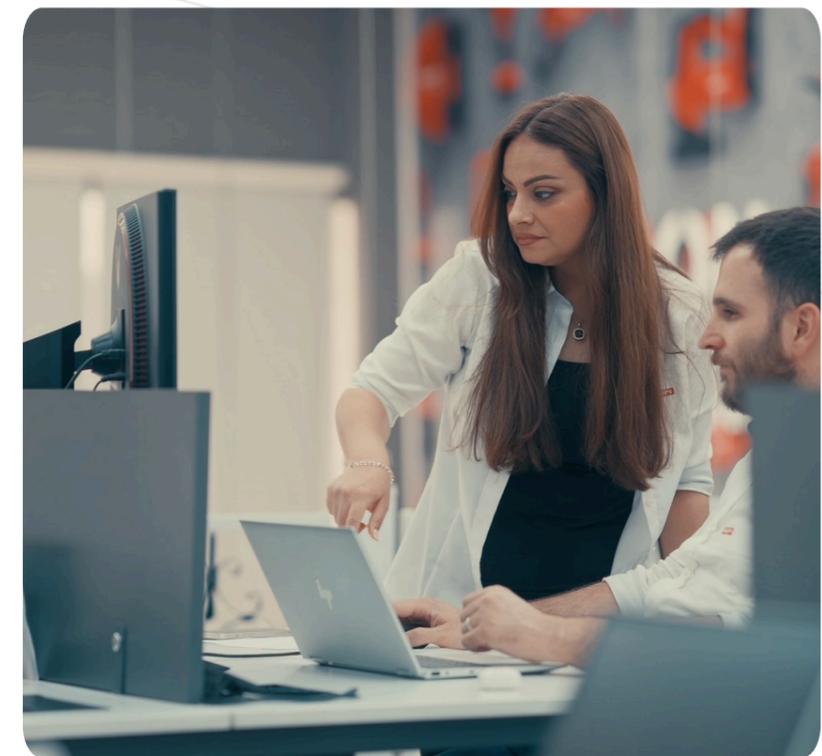
Suppliers are expected to pay fair wages in a timely manner and at minimum meet the legal wage requirements in the relevant jurisdiction. Working hours, benefits, and employment conditions should comply with applicable labor laws.

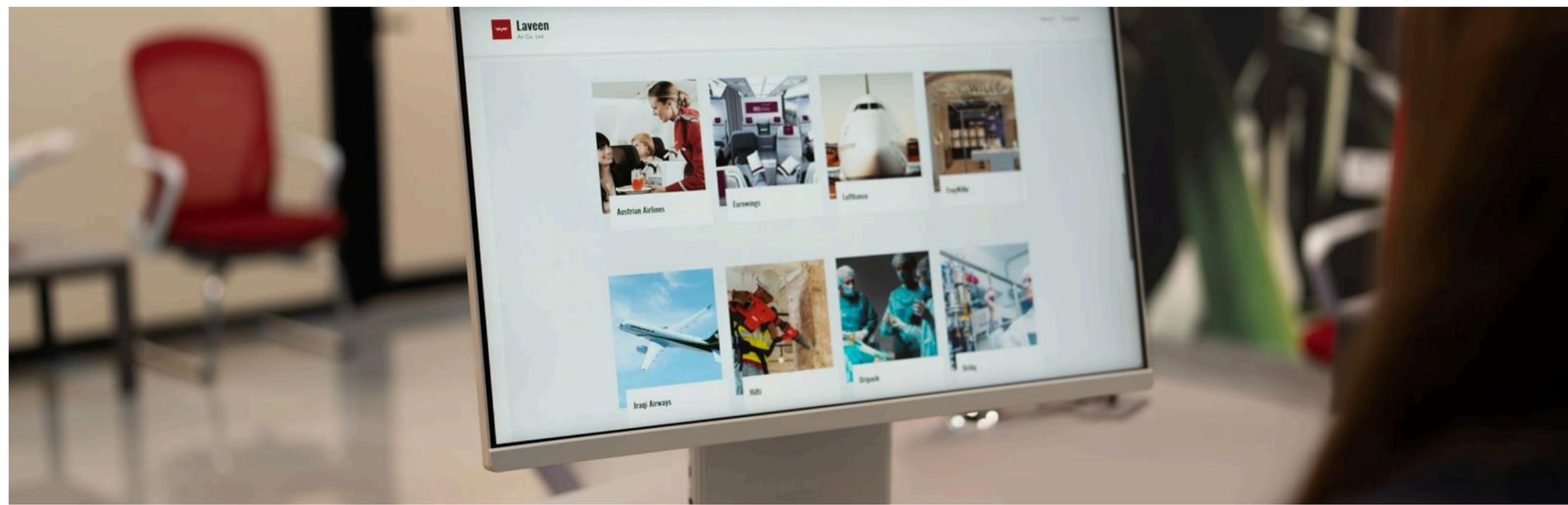
Laveen expects suppliers to ensure equal treatment and prevent discrimination based on nationality, ethnicity, social background, health status, disability, gender, age, religion, political opinion, or other personal characteristics. Equal pay for work of equal value and a workplace free from harassment, including sexual harassment, must be ensured.

Where suppliers engage private or public security personnel, they must ensure that such personnel respect human rights and act in accordance with applicable laws and ethical standards.

Suppliers should promote responsible sourcing practices and maintain traceability of materials where relevant to prevent links to conflict, exploitation, or human rights abuses. Laveen expects suppliers to avoid sourcing materials that directly or indirectly contribute to violence, armed groups, or human rights violations.

Suppliers must respect rights related to land, natural resources, and local communities. Unlawful evictions, land appropriation, or activities that negatively affect community access to land, forests, or water are not acceptable.





GOVERNANCE

Laveen Company Ltd. expects its suppliers to conduct their business in an ethical and transparent manner. Suppliers must not offer, promise, request, or accept any improper benefit intended to obtain an advantage or influence business decisions. Corruption in all forms, including bribery, extortion, and money laundering, is strictly prohibited. Suppliers must operate as fair competitors and comply with applicable competition and antitrust laws.

Suppliers must comply with all applicable data protection laws, contractual obligations, and internal requirements related to information security. Appropriate technical and organizational measures should be implemented to protect personal data, operational information, and where relevant, payment or credit card data. Data protection should be considered in the design and use of systems, applications, and processes.

Suppliers are required to protect confidential information belonging to Laveen and its business partners and to respect intellectual property rights. The safeguarding of proprietary information, trade secrets, and brand assets is a condition for cooperation.

Suppliers are expected to support the identification and resolution of any suspected violations of this Code of Conduct. Where available, suppliers should inform their employees and partners about reporting channels and encourage responsible reporting of concerns without fear of retaliation.

Laveen encourages suppliers to establish management systems that address human rights, labor standards, environmental responsibility, and ethical conduct. Such systems should include risk identification, preventive measures, corrective actions, and employee awareness and training.

Suppliers should extend these expectations throughout their own supply chains and exercise due diligence, particularly in higher-risk sectors or materials. Where requested, suppliers should provide relevant information that supports transparency and traceability of key materials, components, or services.

To demonstrate compliance, suppliers must maintain appropriate records and documentation and make them available upon request. Laveen reserves the right to verify compliance through document review, meetings, or on-site assessments conducted directly or through an authorized third party with reasonable notice.

If non-compliance is identified, suppliers are expected to implement corrective actions without delay. Continued failure to meet these expectations may lead to a review of the business relationship, including possible suspension or termination.

Laveen encourages collaboration among suppliers, partners, and industry stakeholders to strengthen responsible business practices across sectors and supply chains, while supporting continuous improvement in ethical, social, and environmental performance.

REFERENCES

Laveen Company Ltd. aligns its Supplier Code of Conduct with widely recognized international frameworks, standards, and initiatives that support responsible business practices, environmental protection, human rights, and ethical supply chain management.

The following references inform the principles outlined in this Code:

· Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and their Disposal

<https://www.basel.int/default.aspx>

· CDP (Carbon Disclosure Project)

<https://www.cdp.net/en>

· International Labour Organization (ILO) Core Labour Standards

<https://www.ilo.org>

· EU Conflict Minerals Regulation

<https://policy.trade.ec.europa.eu/development-and-sustainability/conflict-minerals-regulation>

· EU Regulation on Deforestation

<https://eur-lex.europa.eu>

· United Nations Global Compact

<https://www.unglobalcompact.org>

· Corporate Due Diligence and Supply Chain Responsibility frameworks

<https://www.gesetze-im-internet.de>

· Minamata Convention on Mercury

<https://mercuryconvention.org>

· Montreal Protocol on Substances that Deplete the Ozone Layer

<https://ozone.unep.org>

· Paris Agreement on Climate Change

<https://unfccc.int>

· Responsible Minerals Initiative

<https://www.responsiblemineralsinitiative.org>

· Science Based Targets Initiative (SBTi)

<https://sciencebasedtargets.org>

· Stockholm Convention on Persistent Organic Pollutants

<https://www.pops.int>

· UN Guiding Principles on Business and Human Rights

<https://www.ohchr.org>

These references provide guidance for suppliers in implementing responsible environmental, social, and governance practices and support continuous improvement across Laveen's supply chain.

