



Aladdin Group Code of Conduct and Compliance Declaration

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“Our corporate policies inform employees & suppliers that we expect consistent, ethical behaviour and compliance with applicable laws.”

- *Aladdin Group*

Introduction

Over 40 Years of Experiences

Aladdin has been producing ice-cream products trusted and enjoyed by generations of customers in the Asia Pacific region since 1971. Today, the Aladdin group of companies continue to operate in the region with its headquarters in Singapore and bakeries in Malaysia and Indonesia. Having strong knowledge and understanding of local markets and cultures gives us an advantage and we are able to serve you much better.

At Aladdin, we focus on performance, quality and efficiency. Our staff are encouraged to constantly challenge themselves to develop new approaches and put fresh ideas into our operations. Our R & D team work with many clients to brainstorm and produce new and innovative lines of products to suit to the various needs of the market.

With our state-of-the-art machines and ISO 22000:2005 certification, you can be assured of consistent, high quality and tasty cones and wafers.

“We committed to comply with IWAYS, SEDEX and SWA Requirements as stated in conventions defined in the Fundamental Principles of Rights at Work, ILO declaration and another UN standard on environment.”

- *Aladdin Group*

Our Products

Being a well established and trusted brand since 1971, Aladdin has been serving various sectors in the market with a wide range of product offerings. The 3 key sectors include Manufacturers, Cafés & Restaurants and Modern Trade.



Aladdin Core Values

Since its inception, Aladdin Group has been fully committed to conducting the business with integrity and with the highest ethical standards, and to comply with all applicable laws and regulatory requirements for the prevention of corruption, bribery and extortion. The Group has zero tolerance toward corruption and bribery.

Aladdin Group has introduced this policy to supplement its commitment to our Code of Conduct, and to ensure that appropriate ethical conduct is applied consistently across the Group.

Our ethical business practices apply to all employees, in relation to our dealings with our people, agents, clients, suppliers, subcontractors, competitors, government officials, the public and investors in all our operating countries. Our corporate policies inform employees & suppliers that we expect consistent, ethical behaviour and compliance with applicable laws.

We have a duty to act responsibly and to show the highest levels of ethical and moral stewardship.

The objectives of this policies are to:

- Support our commitment to be a responsible business and develop mutually beneficial and sustainable relationships with our stakeholders, based on trust and co-operation;
- Treat all our stakeholders appropriately;
- Promote safe and fair working conditions, including the responsible management of environmental and social issues within our supply chain by ensuring our suppliers comply with our Supplier Code of Conduct, our policies and other legal requirements.

“Aladdin strongly believes that we can do good business while being a good business. This is pre-condition to our future growth that will be achieved along with suppliers that share our vision and ambition”.

“We recognise that our business has an impact in particular people’s working conditions, safety and health of as well as the environment, both locally and globally. By doing good business ethic we will do a good business”.

Our Vision

Our vision is of a world in which everyone has an Aladdin cone in their hand

Our Mission

By constantly innovating, providing solutions and creating strong bonds, our business partners and ice cream lovers will enjoy high quality, great tasting products that leave them 100% satisfied

Our values

Integrity: Relationships we foster passionately with our customers and partners are built on trust, honesty and reliability

Innovation: To constantly look for new ideas and solutions to achieve new breakthroughs for our customers

Quality: To ensure that quality ingredients are used so that we offer high quality cones to our customers.

Service Excellence: We are committed, focused and professional, meeting our customer’s expectations in service excellence.

Aladdin Supplier Code of Conduct

At Aladdin, our Core Values are important in the way we do business, and we expect our suppliers to respect and promote these values. We strive to develop and strengthen partnerships based on transparency, collaboration and mutual respect. We recognize that our suppliers are independent businesses and the exclusive employers of their employees. However, the actions of our business partners can be attributed to Aladdin, affecting our reputation and the level of trust we have earned from customers and others. We value suppliers operating in different legal and cultural environments around the world. At a minimum, we require that all suppliers and their facilities to meet the standards and promote the principles outlined in this Code of Conduct, which aim to advance Aladdin commitment to all aspects of sustainability (ethical, environmental and economic). Visit www.aladdin.com.sg for information on Aladdin commitment to sustainability.



The provisions of this Code are in addition to, and not in lieu of, the provisions of any agreement or legal contract between the supplier and Aladdin or any of its affiliates. We expect suppliers to maintain their supply chains, including subcontractors and third-party labor agencies, to the same standards contained in this Code. This Code does not create any right or benefit of third-party beneficiaries for suppliers, subcontractors, their respective employees or any other party.



Aladdin Supplier Code of Conduct

Human Right

Freedom of Association: Suppliers shall respect the rights of workers to associate or not to associate with any group, as permitted by and in accordance with all applicable laws and regulations.

Employment Status: Suppliers shall employ workers who are legally authorized to work in their location and facility and are responsible for validating employees' eligibility to work status through appropriate documentation.

Employment Practices: Suppliers shall not use any form of slave, forced, bonded, indentured, or involuntary prison labor. They shall not engage in human trafficking or exploitation, or import goods tainted by slavery or human trafficking. They shall not retain employees' government-issued identification, passports or work permits as a condition of employment

Anti-Discrimination and Fair Treatment: Suppliers shall promote and maintain a workplace free from discrimination and treat their employees with fairness, dignity and respect. No form of physical, sexual, psychological or verbal harassment or abuse shall be tolerated.

Working Hours and Rest Days: Employees shall be allowed at least one day off every seven days, and any overtime worked shall be voluntary. If local law allows, employees may voluntarily work overtime on rest days, provided that they are allowed at least one day off within the next seven days. Continuous working days are never to exceed 21 days without a rest day.

Underage Labor: Suppliers shall ensure that no underage labor has been used in the production or distribution of their goods or services. A child is any person under the minimum employment age according to the laws of the facility's country, or, in the absence of law, under the minimum age for completing required education. Suppliers shall not employ anyone younger than 14, regardless of the country's minimum working age.

Wages and Benefits: Suppliers shall ensure that their workers are paid lawful wages, including overtime, premium pay, and equal pay for equal work without discrimination. There shall be no disciplinary deductions from pay.

Workplace Environment

Suppliers shall ensure that all workers receive communication and training on emergency planning and safe work practices. In addition, suppliers shall have systems to prevent, detect and respond to potential risks to the safety, health and security of all employees.

Aladdin Supplier Code of Conduct

Environmental Management

Suppliers are responsible for managing, measuring and minimizing the environmental impact of their facilities. Specific focus areas include air emissions, waste reduction, recovery and management, water use and disposal, and greenhouse gas emissions.

Business Integrity

Compliance with Law: Suppliers' business activities shall comply with applicable laws and regulations in the countries and jurisdictions in which they operate. This Code applies to activities in the locations where suppliers' goods are produced, where any related services are performed, and where the goods enter the supply chain.

Anti-Bribery: Suppliers shall not engage in any form of bribery, kickbacks, corruption, extortion or embezzlement. Suppliers shall not take any action that would violate, or cause Aladdin's to violate, any applicable anti-bribery law or regulation, including the Anti Corruption & Bribery Act.

Audits and Assessments: Aladdin reserves the right to audit compliance with this Code. Audits are facility inspections that include employee interviews and a review of supplier records and business practices. Such audits are conducted by Aladdin or its approved monitoring firm. If an audit identifies a violation of this Code, suppliers shall act promptly to correct the situation to Aladdin satisfaction.

Books and Records: Suppliers shall maintain accurate and transparent books, records and accounts to demonstrate compliance with applicable laws and regulations and this Code.

Confidentiality: Suppliers shall safeguard Aladdin information by keeping it secure, limiting access, and avoiding discussing or revealing such information in public places. These requirements extend even after the conclusion of a supplier's business relationship with Aladdin.

Grievance Mechanism: Suppliers shall create internal programs for handling reports of workplace grievances, including anonymous reports.

Whistle-blower Protection: Suppliers are responsible for prompt reporting of actual or suspected violations of law, this Code, the Standards of Business Conduct for Aladdin employees, or the Aladdin Supplier. This includes violations by any employee or agent acting on behalf of either the supplier or Aladdin guidance documents. Such programs shall protect worker whistle-blower confidentiality and prohibit retaliation.

COMPLIANCE DECLARATION

ALADDIN GROUP

We, the undersigned hereby confirm:

1. That we have received and taken due note of the version 2022 of the Aladdin Supplier Code of Conduct (the "Code") and commit ourselves, in addition to our commitments as set out in the supply agreements with Aladdin, to fully comply with its principles and requirements.
2. That we agree that Aladdin or a third party appointed by Aladdin may carry out periodic, unannounced inspections / audits on our facilities to verify our compliance with the Code.
3. That we effectively communicate the contents of the Code to our employees, agents, subcontractors and suppliers and ensure all measures required are implemented accordingly.

We also confirm that we have noted that compliance to the Code is an essential prerequisite for business relations between Aladdin and us as Supplier for Aladdin.

Name:

Position:

Company Name:

Company Address:

Date:

Signature:

Company stamp:

Name:

Position:

Company Name:

Company Address:

Date:

Signature:

The Compliance Declaration must be signed by a duly authorized representative of the company and returned to the assigned Aladdin contact within 15 working days of receipt.

What We Need from You

Supplier

- download the Code of Conduct from the website
- read the Code of Conduct and acknowledge compliance declaration
- share the Code of Conduct with facilities within your supply chain to ensure they understand Aladdin expectations
- identifies the facilities that fall within the scope

Reporting Violations

Suppliers are responsible for prompt reporting of actual or suspected violations of law, this Code, the Standards of Business Conduct for Aladdin employees, or the Aladdin Supplier Guidance Document. This includes violations by any employee or agent acting on behalf of either the supplier or Aladdin.

You may report a violation in any of the following ways:

e-mail: enquiries@aladdin.com.sg

phone: +65 6442 0607 (HQ Singapore Office)

Fax: +65 6449 0059 (HQ Singapore Office)



“
Happiness is an ice
cream with a delicious
crunchy cone”