



## Code of Conduct for Supplier/Contractor/Consultant

At Ocean Park, the support of our supply chain is important in achieving our mission to educate, entertain and conserve. We are committed to ensuring our supply chain performs to our requirements including our corporate social responsibility commitments.

The following code of conduct (the “Code”) provides the social, ethnical and behavioral framework which our suppliers/contractors/consultants (the “Supplier(s)”) shall comply when doing business with Ocean Park. Any violation of the Code shall be considered as a material breach of the contract/order by the Supplier.

### 1. Legal Requirement

The Supplier is expected to comply with all applicable laws and regulations in areas which they operate.

### 2. Prohibition of Employment of Children Labor

The Supplier shall ensure that children labor are not employed in the supply/manufacturing/packaging/distribution of the goods or services to Ocean Park. Further, the Supplier and its sub-contractors shall comply with all laws and regulations which prohibit the employment of child labor or similar legislation being in force in other country. A “child” is defined under the Employment Ordinance as a person under the age of 15 years.

### 3. Forced or Involuntary Labor

The Supplier will not use forced or involuntary labor of any type (e.g., forced, bonded, indentured or involuntary prison labor) or other forms of mental or physical coercion as a form of discipline of employees. Employment must be voluntary.

### 4. Wages, Working Hours and Benefits

The Supplier shall comply with all applicable wage and working hour laws and regulations, including those relating to payment of wages, restrictions on wage deductions, statutory holidays, rest days, overtime hours and other elements of compensation; and provide any other legally authorized benefits like pensions, paid annual leave, sickness allowance, severance payment, etc.

### 5. Occupational Health and Safety

The Supplier shall provide their employees with a safe and healthy workplace in compliance with all applicable laws and regulations. They shall strive to implement effective management systems to meet these requirements.

### 6. Discrimination of Labor

The Supplier shall not discriminate in hiring and employment practices on grounds of race, religion, national origin, political affiliation, sexual orientation or gender, etc.

### 7. Product Safety and Hygiene

The Supplier shall comply in all material respects with all laws and statutory rules and regulations governing product safety and hygiene. Any goods supplied by the Supplier shall meet the highest safety and hygiene standards in the relevant industry.

### 8. Environmental Protection

The Supplier shall operate in a manner that protects the environment. The Supplier shall comply with all applicable environmental laws, regulations and standards, such as requirements regarding chemical and waste management and disposal, recycling, industrial waste water treatment and discharge, air emissions controls, environmental permits and environmental reporting. The Supplier shall also comply with any additional environmental requirements specific to the products or services being provided to the Park as called for in design and product specifications, and contract documents. The Supplier shall strive to implement management systems to meet these requirements.

### 9. Prevention of Bribery Ordinance

Ocean Park Corporation is a public body under the Prevention of Bribery Ordinance of Hong Kong. As a Supplier of Ocean Park, you must not offer gift or advantage to our employees and if any of our employees solicits gift or advantage from you, please contact our Chief Financial Officer immediately at telephone number (852) 3923 2888.

### 10. Competition Ordinance

The Supplier shall comply with the Competition Ordinance, which prohibits bid-rigging or conduct with the object or effect of preventing, restricting or distorting competition in connection with any bidding exercise of Ocean Park.