



Code of Conduct

Hibernating Rhinos LTD

At Hibernating Rhinos LTD, we value partnerships built on trust, integrity, and shared commitment to ethical conduct. Our Code of Conduct serves as a guide for suppliers, outlining the standards and expectations for behaviors and practices when working with our company.

Integrity and Ethics

- 1. Honesty and Transparency:** Conduct business dealings with honesty and transparency.
- 2. Conflicts of Interest:** Disclose any potential conflicts of interest to Hibernating Rhinos LTD promptly.
- 3. Compliance:** Adhere to all applicable laws, regulations, and agreed contractual obligations, including those related to bribery and corruption.

Respect and Inclusion

- 1. Diversity and Inclusion:** Support fair employment practices and foster diversity across the supply chain.
- 2. Respectful Interactions:** Treat all stakeholders, including Hibernating Rhinos LTD employees, with respect.
- 3. Harassment-Free Environment:** Prevent harassment or discrimination in supplier operations.

Confidentiality and Data Privacy

- 1. Confidential Information:** Protect any proprietary or confidential information belonging to Hibernating Rhinos LTD.
- 2. Data Privacy:** Comply with applicable privacy laws to safeguard individuals' information.

Professionalism

- 1. Quality and Excellence:** Ensure high standards for goods and services provided to Hibernating Rhinos LTD.
- 2. Effective Communication:** Maintain open, respectful, and honest communication channels with Hibernating Rhinos LTD.

Compliance and Legal Obligations

- 1. Legal Compliance:** Operate in compliance with laws, industry standards, and contractual agreements.
- 2. Ethical Conduct:** Avoid behavior that could harm Hibernating Rhinos LTD's reputation.
- 3. Reporting Violations:** Share concerns about potential misconduct through designated channels.

Reporting Violations

Vendors should report violations directly to their contact within Hibernating Rhinos LTD or via the company's reporting channels. Reports will be treated confidentially, and retaliation against whistleblowers is strictly prohibited.

Conclusion

By complying with this Code of Conduct, suppliers help maintain our shared commitment to ethics, accountability, and collaboration. Together, we foster innovation, quality, and success for Hibernating Rhinos LTD and its partners.

Vendor Name: _____

Representative Name: _____

Date: _____

Signature: _____