



## ICORP SECURITY SUPPLIER CODE OF CONDUCT

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### **Introduction**

ICORP Security is committed to upholding ethical standards in all business operations. This Supplier Code of Conduct outlines our expectations for suppliers, contractors, and partners regarding fair labour practices, human rights, and environmental stewardship. All suppliers must comply with this Code as a condition of doing business with ICORP Security.

### **Labour Standards**

- ***Forced Labour:***  
Suppliers must not use any form of forced, bonded, or indentured labour. All work must be voluntary, and workers must be free to leave upon reasonable notice.
- ***Child Labour:***  
Suppliers must comply with all child labour laws and not employ anyone below the minimum legal age.
- ***Wages and Benefits:***  
Suppliers are expected to pay workers at least the minimum wage required by local law and provide legally mandated benefits. Wages must be paid in a timely manner.
- ***Working Hours:***  
Working hours, including overtime, must comply with local laws. Overtime work must be voluntary and compensated in accordance with local laws.

### **Health and Safety**

Suppliers must provide a safe and healthy working environment. This includes proper safety equipment, procedures to prevent accidents and injuries, and access to potable water and sanitary facilities.

### **Environmental Responsibility**

Suppliers are encouraged to implement environmentally responsible practices and reduce their environmental impact. This includes waste reduction, resource conservation, and adherence to all applicable environmental regulations.

### **Anti-Discrimination**

Suppliers must promote a workplace free from harassment and discrimination based on race, gender, age, religion, or any other protected characteristic.

### **Compliance and Monitoring**

ICORP Security reserves the right to conduct audits and inspections to ensure compliance with this Code. Suppliers are expected to cooperate with these inspections and provide necessary documentation.

### **Reporting Violations**

Suppliers are encouraged to report any suspected violations of this Code to ICORP Security. All reports will be treated confidentially, and no retaliation will be taken against those who report in good faith.