



Code of Conduct

GLG Corp Limited
(ACN 116 632 958)

1. Overview

- 1.1 GLG Corp Limited (ACN 116 632 958) (**Company** or **GLG**) is listed on the ASX and has its headquarters in Singapore. The Company and its subsidiaries are collectively referred to as the **Group**.
- 1.2 The principal activities of the Group are being a global supplier of knitwear, apparel, garment accessories and supply chain management operations.
- 1.3 GLG is committed to the highest standards of business conduct. It is important that all of us at GLG observe the highest standards of ethics, integrity and behaviour. This Code of Conduct outlines the standards of behaviour everyone at GLG including directors, employees, consultants and contractors, must meet. A more detailed Business Conduct Policy is contained in the company's Employee Handbook.
- 1.4 GLG's expectation is that all directors, senior executives and employees will:
- (a) Act in accordance with the entity's stated values (a Statement of Values can be found in the Company's Annual Report) and in the best interests of the Company;
 - (b) Act honestly and with high standards of personal integrity;
 - (c) Comply with all laws and regulations that apply to the Company and its operations;
 - (d) Act ethically and responsibly;
 - (e) Treat fellow staff members with respect and not engage in bullying, harassment or discrimination;
 - (f) Deal with customers and suppliers fairly;
 - (g) Disclose and deal appropriately with any conflicts between their personal interests and their duties as a director, senior executive or employee;
 - (h) Not take advantage of the property or information of the Company or its customers for personal gain or to cause detriment to the Company or its customers;
 - (i) Not take advantage of their position or the opportunities arising therefrom for personal gain; and
 - (j) Report breaches of the code to the CEO or Deputy CEO within the Company.

2. Business and personal conduct

- 2.1 We always act with honesty and integrity.
- 2.2 We avoid conflicts of interest.
- 2.3 We protect confidential and proprietary information.
- 2.4 We treat others equitably and with courtesy, trust, dignity, respect and fairness.

3. Adherence to the law

- 3.1 As part of the Company's commitment to being a good corporate citizen, everyone at GLG complies with all legislation and codes that govern its business.
- 3.2 We are committed to implementing any directives of the company which aid it in complying with legal requirements.
- 3.3 If we become aware of any potential or actual breaches of a law by the company, we will report it to our managers immediately.

4. Privacy

- 4.1 GLG takes privacy very seriously.
- 4.2 We will all comply with the company's Privacy Policy, which is set out in the company's employee manual.

5. Conflicts of Interest

- 5.1 We will avoid circumstances that could compromise our ability to act with objectivity and exercise independent judgment.
- 5.2 We will not have a direct or indirect personal financial interest in any business transaction involving the company or competing with the company without disclosing it and obtaining an appropriate level of approval.
- 5.3 We will not direct or divert business away from the company to any other party.
- 5.4 We will take care that relationships we may form with people while conducting business on the company's behalf do not lead to a situation in which impartiality or allegiances could be or appear to be compromised.
- 5.5 We will make sure that all transactions with all suppliers, customers and others doing business with GLG are conducted in a completely transparent and arm's length manner without favour or preference based upon any personal considerations.

6. Ethical Standards

- 6.1 GLG is committed to fostering a climate of ethical behaviour and business practice. Key issues which we will consider when making any decision on the company's behalf are:
 - (a) Is it the right thing to do?
 - (b) Is the decision or contemplated business conduct lawful?
 - (c) Is it consistent with company policy?
 - (d) What will be the outcome for the company, shareholders, colleagues and other stakeholders?
 - (e) Does a conflict of interest arise?

- (f) Is the decision one that would stand public examination and scrutiny?
 - (g) If our decision or contemplated business conduct concerns the manufacture of apparel (including by a third-party contractor), does it comply with:
 - (i) GLG's Social Compliance Manual;
 - (ii) GLG's Corporate Social Compliance Checklist; and
 - (iii) Any compliance manual of the relevant customer?
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7. Gratuities

- 7.1 We do not accept any substantial gifts such as trips away, anything which puts us in a position of significant financial gain, or an item worth a significant amount of money, e.g., cameras, laptops, mobile phones and so on, in the course of conducting business on the company's behalf.
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8. Confidentiality

- 8.1 We will not disclose or use any confidential information that we obtain, unless we have been authorised to do so.
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9. Health and Safety

- 9.1 The safety of all our people is of paramount concern to all of us at GLG and we will do all we can to maintain a safe working environment.
 - 9.2 We will always have regard to matters of health and safety and observe all relevant laws and regulations and apply responsible standards.
 - 9.3 If we become aware of any potential threat to anyone's health and safety, we will report it immediately.
 - 9.4 We will always act in an environmentally responsible way.
 - 9.5 In relation to the manufacture of apparel (including by a third-party contractor), we will always comply with the workplace conditions and health and safety aspects described in:
 - (a) GLG's Social Compliance Manual;
 - (b) GLG's Corporate Social Compliance Checklist;
 - (c) GLG's C-TPAT Compliance Manual; and
 - (d) Any compliance manual of the relevant customer.
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10. Internal Controls

- 10.1 We will not approve or make any payment on the company's behalf except in accordance with board-approved delegations, or with the intention that it is to be used or applied for a purpose other than what appears in the documents supporting the payment.

- 10.2 We will not establish undisclosed or unrecorded funds or assets for any purpose.
 - 10.3 We will not make false or misleading entries in any books or records of the company.
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11. Harassment and Discrimination

- 11.1 We are committed to providing all employees with a harmonious, equal opportunity working environment, free of harassment or discrimination.
 - 11.2 Anyone breaking this code will be subject to disciplinary action which may, depending on the circumstances, include dismissal proceedings.
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12. Reporting breaches of the Code

- 12.1 Any breaches of this Code of Conduct should be reported to top management by emailing them at ethics.hotline@ghimli.com.
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13. Review

- 13.1 The Board will review review the effectiveness of this Code to determine its appropriateness to the needs of the Company from time to time..
- 13.2 The Code may be amended from time to time by resolution of the Board.

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