

## Code of Conduct

### PNE Global commitment

Pacesetter New Energy Co.,Ltd.(PNE Global) is committed to make a positive contribution to society and the environment by developing and implementing ethical business practices that allow us to deliver financial success while ensuring our business strategy and operations are conducted in a responsible manner. PNE Global prides itself on being an ethical business, and we expect ourselves and the suppliers/partners (“PNE Family”) with whom we work to share these standards. In doing this, we seek to create value for our shareholders and our broader stakeholders, including our employees, our business partners, and customers.

#### PNE Global Business Guideline

1. [OECD Guidelines for multinational enterprises](#)
2. [OECD Due Diligence Guidance Minerals](#)

PNE Global, following **OECD Due Diligence Guidelines for Responsible Business**, conduct *Due Diligence Assessment*. Meanwhile, PNE Global supports the United Nations Universal Declaration of Human Rights, know and comply with international, national, and local laws and regulations of country in which they operate, which means that we support principles within the following important areas: **labor and human rights; health and safety; the environment; and business ethics (including anti-corruption).**

### Scope

This code of conduct applies to all PNE Global employees. And we expect to demonstrate this to all our, suppliers and licensees (hereafter "PNE Family").

The provisions of the Code extend to all the Supplier's employees, including those engaged informally, on short-term contracts, or on a part-time basis. It is the our responsibility to ensure that all associated parties acting on their behalf do not violate the standards of this Code, which includes without limitation responsibility for communicating its content and ensuring that all measures are implemented accordingly.

### Compliance

We adhere to this Code and comply with all applicable laws and regulations; in the event of any inconsistency, PNE Global will observe the more stringent requirements. PNE Global strives to continuously improve and strongly believes that building long-term, collaborative relationships with Suppliers is crucial for our business. We value honest and open communication and believe that transparency is vital to successful business relationships. PNE Global must, in the event of (i) any non-compliance, be committed to, and engaged in, remedying such non-compliance in a timely manner and (ii) any violations of this Code, inform the relevant PNE top management and/or legal person.

PNE Global commits to conduct our business affairs with honesty and integrity and complying with all applicable laws, rules, and regulations, including Corporate Act, Securities and Exchange Act, Business Entity Accounting Act, Political Donations Act, Anti-Corruption Act, Government Procurement Act, Personal Information Protection Act, related environmental protection laws and regulations.

## **1. Labor and human rights**

### **1.1. Non-discrimination**

PNE Global shall not discriminate against or between employees on any grounds and any employment-related decisions, including hiring, termination and retirement, shall be based solely on relevant and objective criteria.

### **1.2. Forced labor**

PNE Global shall not participate in or benefit from any form of forced labor and our employees shall be allowed to move around freely and leave their place of work when their shift ends. PNE Global shall refrain from asking employees to submit their original identity papers or any other original official documentation or to pay a deposit as part of their conditions of employment. Suppliers shall prevent their security guards from infringing on the liberty and security of others.

### **1.3. Child labor**

PNE Global shall not engage in or benefit from the use of child labor. All full time employees shall be applicable legal minimum age for employment. Meanwhile, we will refrain from hiring employees under the age of 18 for positions that require hazardous work that could jeopardize their health, safety or morals.

### **1.4. Freedom of association and collective bargaining**

PNE Global shall respect the right of employees to form and join trade unions and to negotiate collectively. We will not attempt to influence employees' choice of trade union membership and shall not dismiss employees solely because of their affiliation to a trade union.

If there is no legally recognized union in the area of operations, or if state-authorized organizations alone are allowed, PNE Global shall facilitate alternative means for effective representation of employees' interests.

### **1.5. Harassment**

PNE Global shall protect employees from any acts of physical, verbal, sexual or psychological harassment, abuse or threats in the workplace by their fellow employees or managers.

### **1.6. Working hours, benefits and wages**

PNE Global shall adhere to the strictest applicable laws and/or industry standards relating to wages, working hours, overtime and benefits. Employees shall not be required to work more than 48 hours a week. Overtime shall be voluntary, not exceed 12 hours a week (or the maximum allowed under applicable laws and regulations), be remunerated at a higher rate than the hourly rate and shall be paid in legal tender on a regular basis.

All employees shall be entitled to at least one day off in every seven, and shall be given reasonable breaks while working and sufficient rest periods between shifts.

Wage deductions as a disciplinary measure shall not be permitted without the express permission of the relevant employee, unless provided for by national law.

### **1.7. Paid leave**

PNE Global shall follow local labor regulations to grant all employees the right to sick leave and annual holiday, as well as parental leave for relevant employees with a newborn or newly adopted child, as provided by applicable legislation. Employees who take parental leave shall not face dismissal or threat of dismissal and shall be able to return to their former employment at the same rate of pay and with the same benefits. All related

### **1.8. Employee contracts**

PNE Global shall provide all employees with a written, understandable and legally binding labor contract. Provisions for non-permanent and seasonal employees shall be no less favorable than those applicable to permanent workers.

## **2. Health and safety**

PNE Gloria shall ensure that it provides for its employees a safe and healthy working environment and the protective equipment and training necessary to perform their tasks safely. We will formulate and maintain health and safety plans that clearly set out measures to safeguard employees and others affected by its activities. In addition, Suppliers shall actively identify and eliminate or control hazards that present a risk to employees and other persons present on its sites and to the environment.

### **2.1. Systems, documentation and accidents**

PNE Global shall, in accordance with applicable legislation, develop and maintain effective systems for informing and consulting employees on relevant health and safety matters and keeping accurate records of accidents, injuries and known exposure to health and safety risks at work.

### **2.2. Sanitary infrastructure**

PNE Gloria shall provide a suitable, clean and sanitary infrastructure, which meets the needs of its employees and is adequate for its employee numbers. Such sanitary infrastructure is applicable to both the workplace and any accommodation provided by PNE, and shall include access to toilets, potable water and if appropriate sanitary facilities for storage of food.

### **2.3. Accidents and health emergencies**

PNE Global shall establish and maintain procedures designed to prevent accidents and emergency procedures to effectively respond to all health emergencies and industrial incidents affecting the surrounding community.

## **3. Environment**

PNE Global shall comply with and maintain awareness of, all current and applicable legislation and requirements relevant to the environmental impacts of its activities, products and services. We will proactively ensure compliance with environmental regulations through ongoing training of all relevant employees and effective operational control and monitoring across their business activities.

### **3.1. Management of environmental issues**

PNE Global shall strive to prevent, and shall operate effective systems to minimize, remedy and report, any adverse environmental impact from its activities, products and services. We will ensure continuous improvements in its overall environmental performance and shall be committed to working with its own suppliers to enhance environmental performance throughout the product supply chain.

### **3.2. Air, noise and water pollution**

PNE Global shall ensure compliance with applicable laws and regulations in connection with air emissions, noise pollution and ground and water discharges.

### **3.3. Waste and Chemicals**

PNE Global shall establish and maintain (i) a list of hazardous and non-hazardous waste materials in order to monitor the types and amounts of waste materials it generates and (ii) procedures for safe handling, transportation and disposal of waste.

Hazardous waste shall not be placed in landfill sites or incinerated on site unless authorized and approved by the applicable authorities. If non-hazardous waste is placed in landfill sites or incinerated on site, all relevant legal requirements shall be fulfilled.

We will maintain written procedures, together with clear guidelines, for the procurement, storage, handling and use of chemical substances, with specific emphasis on hazardous materials.

## **4. Business ethics**

### **4.1. Corruption and bribery**

PNE Global shall comply with all applicable anti-corruption laws in relation to its business activities, and in particular, it shall not (i) try to gain undue advantage (i.e. an advantage to which it is not entitled) by promising, offering or giving anything of value, directly or indirectly, to any public official, business partner or any other third party or (ii) engage in any other form of corruption, extortion, embezzlement, or fraud which seeks to unjustly obtain improper advantages or otherwise influence the outcome of its business dealings. We will ensure that all relevant employees and third parties have knowledge of and comply with applicable anti-corruption laws.

### **4.2. Gifts and entertainment**

PNE Global shall refrain from offering funding, donations, lavish gifts and extravagant entertainment or hospitality to any employees of, or other counterparts in, PNE in an attempt to influence business decisions. We will ensure that all gifts and entertainment proffered to our employees are transparent and have a justifiable business rationale.

**PNE Global Management Team**  
**Dec of 2022**