

INDUSTRIAL · OIL & GAS · MARINE · PROCUREMENT · GLOBAL SOURCING			OF CONDUCT
Sharjah Media City, Sharjah, UAE +971 54 161 2816 sales@alphasynergyco.com alphasynergyco.com			
Ref: ASI-SCC-023 · Ver 1.0 Effective June 2026			
DOCUMENT REF.	VERSION	EFFECTIVE DATE	REVIEW DATE
ASI-SCC-023	1.0	June 2026	June 2027

Alpha Synergy Industrial Solutions LLC is committed to working with suppliers who share our values of integrity, respect for people and environmental responsibility. This Supplier Code of Conduct sets out the minimum standards we require of all suppliers, sub-contractors and business partners as a condition of engagement with Alpha Synergy.

1. INTRODUCTION & APPLICATION

This Supplier Code of Conduct applies to all entities that supply goods, services or labour to Alpha Synergy Industrial Solutions LLC — including manufacturers, trading companies, agents, service providers, logistics partners and sub-contractors. By accepting a purchase order or entering into a contract with Alpha Synergy, suppliers agree to comply with this Code and to extend equivalent requirements to their own supply chain.

2. CORE REQUIREMENTS

NO FORCED LABOUR All employment is freely chosen. No debt bondage, document retention or coercion. Employer Pays principle — no recruitment fees charged to workers. (ILO C29 & C105)	NO CHILD LABOUR Minimum employment age 18 years. No worst forms of child labour in any part of the supply chain. Age verification mandatory for all workers. (ILO C138 & C182)	FREEDOM OF ASSOCIATION Respect workers' rights to freely associate and engage in collective bargaining. Effective worker voice mechanisms where legal restrictions apply. (ILO C87 & C98)
NON-DISCRIMINATION Equal treatment for all workers. No discrimination on any protected ground in hiring, pay, conditions or termination. (ILO C111 & UNGC Principle 6)	FAIR WAGES & HOURS Wages meet or exceed legal minimums, paid on time. Working hours comply with applicable legal limits. Overtime compensated at legal rates. No deductions as discipline.	SAFE CONDITIONS Provide a safe, healthy workplace. Comply with applicable HSE laws. Provide PPE. Conduct risk assessments. Maintain emergency procedures and incident reporting.
ENVIRONMENTAL COMPLIANCE Comply with all applicable environmental laws. Manage waste responsibly. Prevent pollution. Progressively reduce GHG emissions. Protect biodiversity. (UNGC P7–9)	ANTI-CORRUPTION Zero tolerance for bribery, corruption, kickbacks, facilitation payments or any form of financial crime in dealings with Alpha Synergy or any third party. (UNGC P10)	LEGAL COMPLIANCE Comply with all applicable laws and regulations in all jurisdictions of operation, including export controls, sanctions, data protection and product safety regulations.

3. PRODUCT INTEGRITY

- Supply only genuine, original products from authorised sources — no counterfeit, grey market or misrepresented goods
- Provide accurate, complete product documentation including certificates of origin, material test reports, compliance certificates and safety data sheets as required
- Disclose the country of manufacture and manufacturer identity for all products
- Comply with applicable product safety, labelling and regulatory standards including CE, API, ATEX, IMO/SOLAS and other relevant certifications

4. AUDIT RIGHTS & CONSEQUENCES

Alpha Synergy reserves the right to conduct or commission audits, inspections or self-assessment questionnaires of suppliers to verify compliance with this Code. Cooperation with audit requests is mandatory. Suppliers who fail to meet the requirements of this Code, or who obstruct audit activities, may be placed on corrective action, suspended from the Approved Vendor List, or permanently disqualified, depending on the severity of the breach.

5. SUPPLIER ACKNOWLEDGEMENT

SUPPLIER DECLARATION OF COMPLIANCE

By signing below, the authorised representative of the supplier confirms that the organisation has read, understood and agrees to comply with the Alpha Synergy Supplier Code of Conduct (ASI-SCC-023, Ver 1.0) and to require equivalent standards of its own supply chain.

SUPPLIER LEGAL NAME	TRADE NAME / BRAND
AUTHORISED REPRESENTATIVE NAME	TITLE / POSITION
SIGNATURE	DATE
COMPANY REGISTRATION / LICENCE NO.	COUNTRY OF REGISTRATION

Anwarudeen Mohamed Abdul Kader

Manager — Administration

Issued on behalf of Alpha Synergy

Saheera Beevi

Manager — Finance

Issued on behalf of Alpha Synergy

Mohamed Asif Anwarudeen

Manager — Commercial & Operations

Issued on behalf of Alpha Synergy