

BOC KENYA PLC

CODE OF CONDUCT FOR SUPPLIERS OF BOC KENYA PLC

At BOC Kenya PLC (BOC), we are committed to complying with all applicable laws and regulations, to upholding human rights and labour standards and to protecting the environment – in our own operations as well as in relation to our business partners. We expect our suppliers to share this commitment and to fully comply with the provisions of this Supplier Code of Conduct.

This Supplier Code of Conduct defines the basic requirements to meet our standards.

1. Health and Safety

- Comply with all applicable laws and regulations on occupational health and working safety.
- Commit to continuous improvements of occupational health and safety.
- Use or set up an occupational health and safety management system.

2. Human Rights and Labour Standards

- Working time: Comply with the applicable laws and sector-specific labour regulations concerning working time, including overtime laws and or regulations.
- Wages and benefits: Provide wages and benefits as prescribed by law including minimum wage legislation, and in line with existing practice in the labour market.
- Non-discrimination and fairness: Apply the principles of equal opportunity and fair treatment. Non-tolerance of any form of discrimination or verbal or physical harassment of employees should be upheld.
- Freedom of association and collective bargaining: Recognize, as far as legally permitted, the right of free association and collective bargaining of employees.
- No forced labour: Non-tolerance of any form of forced labour
- No child labour: Comply with minimum working age requirements prescribed by our national laws and applicable international agreements.

3. Legal Compliance and Integrity

Comply with all applicable laws and regulations, in particular:

- Prohibition of corruption and bribery: Not engage in or tolerate any form of corruption or bribery, in particular any payment, “kickback” or other form of benefit conferred for the purpose of influencing decision making.
- Competition and antitrust: Conduct business in compliance with all applicable competition/antitrust laws and regulations.
- Conflict of interest: Avoid all conflicts of interest or situations giving the appearance of a potential conflict of interest in business dealings with BOC, its subsidiaries or third parties.
- Confidentiality: Keep BOC’s business, financial and technical data as well as business correspondence confidential; and not misappropriate BOC’s or other companies’ tangible or intellectual property.

4. Environmental Protection

- Comply with all applicable laws and regulations and international standards relating to the protection and preservation of the environment.
- Commit to continuous improvements of environmental protection.
- Use or set up a reasonable environmental management system.

5. Supply Chain

Undertake reasonable efforts to encourage your own suppliers and sub-contractors to comply with the principles of this Supplier Code of Conduct.

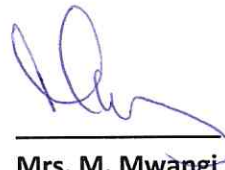
APPROVAL:

This Code of Conduct for Suppliers of BOC Kenya PLC was reviewed and Approved by the Board of BOC Kenya PLC on Wednesday 5 December 2018 and further Approved for upload onto the Company's website <http://www.boc.co.ke>.

SIGNED this 14 day of December 2018



Mr. R. Mbugua
Chairman of the Board



Mrs. M. Mwangi
Managing Director