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Print Date: 2025/03/22

Company: INDO US BIOTECH LIMITED



APSA Code of Conduct

Section 1: Mission and Purpose

The mission of the Asia & Pacific Seed Association (APSA) is to secure and sustain innovation in plant breeding and development of new plant varieties through the appropriate protection of germplasm, and breeders' rights and try to enable efficient and unencumbered seed movement. To achieve this mission, all members of APSA are required to be aware of and must conduct their activities in accordance with the APSA's Code of Conduct (hereafter referred to as the "Code") which provides guidelines, recommendations and best practices for APSA Members. The provisions of this Code will apply in so far as they do not conflict with local laws or regulations. In case of conflict, only the sections of this Code in compliance with local laws or regulations will apply.

Section 2: Research and Breeding

All APSA Members shall, respect the Intellectual Property Rights (IP Rights) of other APSA Members including, but not limited to, patents, plant varieties protection, trademarks, trade secrets, copyrights and also related to the use of germplasm in breeding programs. When obtaining breeding lines for research and development or parental lines for seed production mutually agreed material transfer agreements and or licensing agreements should be used.

Section 3: Seeds Production

APSA Members, whether Producing or Contracting companies, shall abide by the terms and conditions specified in the production contract. For the producing company the parental lines should be safeguarded, and any seed produced should be prevented from unauthorized third-party access. For the contracting parties they should ensure confidentiality of the parental lines and ensure staff members are trained appropriately on IP rights for germplasm used in seed production.

Section 4: Trading Activities

All APSA Members are expected to uphold all relevant national laws and international agreements related to the trade of seeds. All seeds are to be labelled truthfully to reflect accurately their identity, quantities and qualities. In countries where the government does not maintain an official register of varieties, names closely resembling those already existing in the market shall not be used.

APSA members should honor all valid contracts, including but not limited to, production (as stated above), marketing, distribution, or sale of seed, between seed companies, service providers, suppliers, and customers. In cases of dispute between APSA members, APSA may facilitate mediation.



APSA members should ensure no anti-trust violations occur and they have a commitment to fair competition. APSA forbids collusion among its members and all members should exhibit full transparency in their dealings with each other in order to strictly follow the principles of fair competition.

APSA has ZERO TOLERANCE towards corruption. Members must not offer or accept an advantage with the intention to do something dishonest, illegal or to breach trust.

Section 5: Child Labor

All APSA members shall implement and enforce APSA's no-child-labor policy in any seed research, breeding, production, manufacturing, or seed trading activities. including inserting no child labor clauses in contractual agreements. APSA Members shall actively involve in building manageable systems for Prevention, Monitoring, Corrective Action and Systematic Reporting which shall prevent child labor (more information, please see APSA position paper on Child Labor policy on APSA's website).

The signature of the APSA Member below acknowledges his/her company's understanding of the provisions of this Code and intention to respect these in conducting its activities in the future.

A handwritten signature in black ink that reads 'Ajudia Jagdish'. The signature is written in a cursive style and is positioned above a horizontal line.

Mr. Jagdish Ajudia

Managing Director

INDO US BIOTECH LIMITED

2025-03-22