

# Supplier Code of Ethics

## 1. Compliance with Laws and Regulations:

Suppliers must comply with all applicable local, national, and international laws, regulations, and standards in the countries in which they operate. This includes, but is not limited to, laws relating to labor, health and safety, the environment, and anti-corruption.

## 2. Human Rights and Labor Practices:

- **Child Labor:** Suppliers shall not employ children under the minimum age for employment as defined by local law or International Labor Organization (ILO) standards, whichever is higher.
- **Forced Labor:** Suppliers must not use forced, bonded, or involuntary labor.
- **Working Conditions:** Suppliers shall provide a safe and healthy work environment. Workers should not be subjected to harassment, discrimination, or abusive practices.
- **Wages and Benefits:** Compensation paid to workers shall comply with applicable wage laws, including those relating to minimum wages, overtime hours, and legally mandated benefits.

## 3. Ethical Business Practices:

- **Confidentiality:** Suppliers must protect all confidential information shared by the company and use it only for its intended purpose.
- **Conflicts of Interest:** Suppliers must avoid any conflicts of interest that may adversely influence their business relationship with the company.
- **Anti-Corruption:** Suppliers shall not engage in any form of bribery, corruption, extortion, or embezzlement.
- **Fair Competition:** Suppliers must compete fairly and comply with all antitrust and competition laws.
- **Integrity and Honesty:** Suppliers must conduct business transparently and honestly, ensuring that all transactions are accurately reflected in business records.

#### **4. Quality and Continuous Improvement:**

Suppliers should consistently deliver products and services that meet or exceed quality and safety standards. They should also strive for continuous improvement in their processes, products, and services.

#### **5. Environmental Responsibility:**

- **Environmental Compliance:** Suppliers must comply with all applicable environmental laws and regulations.
- **Resource Management:** Suppliers should ensure efficient use of resources such as water, energy, and materials, aiming to minimize environmental footprint.
- **Waste Management:** Suppliers should ensure proper disposal of waste and emissions, with a focus on recycling and reusing materials wherever possible.
- **Sustainable Practices:** Suppliers should integrate environmentally friendly technologies and practices into business operations.

#### **6. Responsible Sourcing:**

- **Conflict Minerals:** Suppliers are expected to be dedicated to responsible sourcing including avoiding conflict materials from their supply chains.
- **Country or Origin:** Suppliers must provide all necessary information to facilitate reasonable country of origin inquiries and due diligence.

#### **7. Intellectual Property, Data Security, and Privacy:**

Suppliers agree to respect the intellectual and other property rights of Deflecto, LLC and of third parties, including all patents, trademarks, and copyrights.

#### **8. Commitment to Ethical Standards:**

Suppliers should commit to upholding the highest standards of ethics and integrity in their business operations.

#### **9. Compliance:**

We expect our suppliers to comply with our policies and all other applicable laws in their provision of services or products to us. We reserve the right to assess and monitor a supplier's compliance with this Code.