

## **Supplier Code of Conduct**

Advanced Industries, Inc. believes in conducting business with honesty and integrity, treating all people with dignity and respect, and honoring all laws and regulations. This Supplier Code of Conduct outlines our expectations regarding the workplace standards and business practices of our suppliers.

### **Workplace, Labor and Human Rights Respect and Dignity**

Suppliers are expected to keep their workplaces free of harassment, harsh treatment, violence, intimidation, corporal punishment, mental or physical coercion, verbal abuse and discrimination.

#### Wages and Benefits

Suppliers must follow all laws governing wages and working hours, including compensation, benefits and overtime.

#### Freedom of Association

Suppliers must respect the right of their employees to join or not to join any lawful association without fear of retaliation.

#### Employment Eligibility and Voluntary Labor

Suppliers shall only employ workers with a legal right to work. Illegal child labor and forced labor are forbidden in any circumstance. Suppliers must refrain from any conduct that uses threats, force or any form of coercion, abduction, intimidation, retaliation or abuse of power for the purpose of exploitation, forced labor or slavery of any individual. Suppliers must comply with all laws governing human trafficking and slavery.

### **Business Conduct and Ethics Illegal Payments, Corruption and Bribes**

Suppliers must not engage in illegal payments or corruption or tolerate the offer of gifts, favors or entertainment where they are intended or appear intended to obligate the receiver. Suppliers must not participate in extortion, fraud, embezzlement, bribery or kickbacks.

#### General Contracting Ethics and Fiscal Integrity

When providing goods and services, suppliers must meet their contractual obligations and follow the law. Suppliers must keep accurate records that comply with the law.

#### Antitrust and Competition Laws

Suppliers must avoid agreements or actions that illegally limit trade or competition.

#### Intellectual Property and Data Privacy

Suppliers must respect intellectual property rights and propriety information by keeping it safe from unauthorized access, destruction, changes, use and disclosure.

#### Health, Safety and the Environment Workplace Health and Safety

We expect suppliers to promote secure, safe and healthy work sites. Suppliers should have everything in place that is needed to reduce the risk of accidents, injuries and exposure to hazardous materials. They must have well-established safety procedures, preventative maintenance and protective equipment in compliance with the law.



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### Responsibility to the Earth

Suppliers must comply with all environmental laws, including those relating to hazardous materials, wastewater, solid waste and air emissions. Suppliers shall be responsible for any monitoring or documenting of their compliance.

### **Accountability and Compliance**

Suppliers must comply with this Code and the law. Suppliers shall be responsible for any monitoring or documenting of their compliance and their efforts to promote compliance. Advanced Industries reserves the right to investigate any instances of a supplier's noncompliance of which it becomes aware. Noncompliance may be grounds for Advanced Industries to void or terminate business with a supplier.