



Supplier Code of Conduct

As part of our sourcing strategy, we expect our suppliers to conduct business responsibly, with integrity, honesty and transparency and to adhere to the following standards:

COMPLIANCE WITH APPLICABLE LAWS AND STANDARDS

All business activities of our suppliers must conform to all applicable national and local legal requirements, customs, and published industry standards pertaining to employment and manufacturing.

EMPLOYMENT PRACTICES

Encourage a diverse workforce and provide a workplace free from discrimination, harassment, or any other form of abuse.

Treat employees fairly and honestly, including with respect to wages, working hours, and benefits consistent with local laws.

Respect human rights and prohibit all forms of forced or compulsory labor.

Ensure that child labor is not used in any operations.

Provide safe and humane working conditions for all employees.

ENVIRONMENTAL PRACTICES

Carry out operations with care for the environment and comply with all applicable environmental laws and regulations.

ETHICAL AND GOVERNANCE PRACTICES

Compete fairly for our business, without paying bribes, kickbacks, or giving anything of value to secure an improper advantage.

Keep financial books and records in accordance with all applicable legal, regulatory, and fiscal requirements and accepted accounting practices.

Deliver products and services meeting applicable quality and safety standards.

Support compliance with this code by establishing appropriate processes and cooperating with reasonable assessment processes requested.