

## **Supplier Code of Conduct**

### **Purpose and Scope**

Footprint International, LLC (together with its affiliates, “Footprint”) seeks to ensure that each supplier with which it contracts shares Footprint’s values and principles. To do so, Footprint has developed this Supplier Code of Conduct (“Code”), which reflects some of the values and principles most important to Footprint. This Code applies to all of Footprint’s suppliers, including, but not limited to, raw material suppliers, equipment manufacturers, service providers, and contractors (each, a “Supplier”). Each Supplier must comply with all the requirements set forth herein, as well as all applicable laws and regulations.

### **Workplace Conditions**

Supplier must ensure that its employees are not subjected to harassment, abuse, threats of violence, or other inhumane treatment by Supplier’s management or other employees. Supplier must ensure its employees’ health and safety by (i) providing a clean and safe workplace; (ii) establishing and maintaining a health and safety policy; and (iii) following all applicable laws, regulations, and industry standards with respect to workplace health and safety. Supplier must provide its employees a method to anonymously report grievances related to Supplier’s workplace conditions and any other subject matter contained in this Code.

### **Human Rights & Labor**

Supplier must not employ any child under the legal working age, as set by applicable law or regulation. Supplier must not use any form of forced, coerced, or otherwise involuntary labor, and Supplier’s employees must have the right to terminate their employment at any time. Supplier must pay its employees at least the minimum wage, including wages for overtime hours, as set by applicable law. Supplier must provide its employees all benefits required by applicable law. Supplier must recognize and respect its employees’ right to freely associate, organize, and collectively bargain in accordance with applicable laws.

### **Diversity & Inclusion**

Supplier must promote a diverse and inclusive workplace. Supplier must not discriminate on the basis of race, gender, color, ethnicity, national origin, religion, sexual orientation, age, marital status, pregnancy, health, disability, veteran status, union membership, or political affiliation.

### **Ethics/Anti-Corruption/Anti-Bribery**

Supplier must always act in an ethical manner. Supplier must not, directly or indirectly, make, receive, or offer any payment to gain an improper business advantage. Supplier must not engage in any bribery, money laundering, corruption, or other unethical or illegal behavior, and Supplier must comply at all time with all applicable laws and regulations concerning interactions with public officials and others with whom Supplier conducts business. Supplier must not do business with any party: (i) on an OFAC or other applicable sanctions list, or (ii) located in a comprehensively sanctioned jurisdiction.

### **Environmental Sustainability**

Supplier must operate in an environmentally responsible manner and seek to minimize its adverse effects on the environment. Supplier must establish and maintain policies and practices to ensure its operations are environmentally sustainable.

### **Compliance**

By contracting with Footprint, Supplier agrees that Footprint has the right to monitor (itself or through a third party) Supplier's compliance with this Code, including, upon reasonable notice, on-site inspections at Supplier's facility or requests of necessary documentation from Supplier. If Footprint has reason to believe that Supplier has failed to comply with this Code, Footprint will take the necessary corrective action, which may include Footprint's termination of its relationship with Supplier.