



Supplier

Code of Conduct



2023

Introduction

At Rehrig Pacific Company, our mission is to create innovative solutions that effectively and responsibly move goods, resources, and ideas. Our values and principles are incorporated into this Supplier Code of Conduct and is a condition of doing business with Rehrig Pacific Company. We require our suppliers to communicate our values and mission to their employees as well as their own suppliers. At Rehrig Pacific Company, we view our suppliers as extensions of our organization and look for supplier partners who demonstrate strong values and commit to ethical principles and practices.

Rehrig Pacific Company suppliers must comply with the laws, rules and regulations, and Rehrig Pacific Company policies of the countries and location in which they operate. Suppliers are expected to be familiar with the business practices of their suppliers and subcontractors and ensure that they operate according to the code of conduct.

This code applies to all businesses that provide products or services for Rehrig Pacific Company locations. Rehrig Pacific Company reserves the right to discontinue its relationship with suppliers who fail to comply with this code.



Expectations

Human Dignity

Child Labor

Suppliers and their associates are expected to comply with all local laws applicable to the minimum age work requirements for employees. In the absence of local law, suppliers may not employ workers under the age of 16.

Forced Labor

Suppliers will not engage in any labor practices, such as or related to force, prison, compulsory, bonded, or indentured labor.

Harassment

All suppliers' employees and associates, irrespective of their nationality or legal status, shall be treated fairly and equally. Suppliers must provide an environment that allows employees to raise concerns without fear of retaliation.

Suppliers' workforce will be free of any form of harsh or inhumane treatment. There will be no inhumane disciplinary measures, including corporal punishment, mental or physical coercion, or verbal abuse of employees or subcontractors. Additionally, there will not be any sanctions that result in wage deductions, reductions in benefits, or compulsory labor.

The use or threat of sexual or physical violence, harassment, and intimidation against a worker, his/her family, or close associates, is strictly prohibited.

Compensation and Working Hours

Suppliers will ensure that they comply with applicable wage and hour labor laws and regulations governing employee compensation and working hours. Operations should be conducted in ways that limit overtime and ensure a humane and productive work environment.

Health & Safety

Rehrig Pacific Company expects that the occupational safety and health for employees is a priority for our suppliers. At a minimum, the suppliers must comply with all applicable health and safety laws, regulations, and standards.

The supplier will take appropriate actions, such as policies, standards, procedures, and management systems, to prevent occupational illnesses and work-related accidents, all to provide a safe and healthy workplace for all associates.

Environment

Rehrig Pacific Company expects that environmental protection to be a priority for suppliers in all significant aspects of its activities. Rehrig Pacific Company conducts its operations in a sustainable way and in compliance with environmental laws and regulations. At a minimum, the supplier must comply with all applicable environmental laws, regulations, and standards.

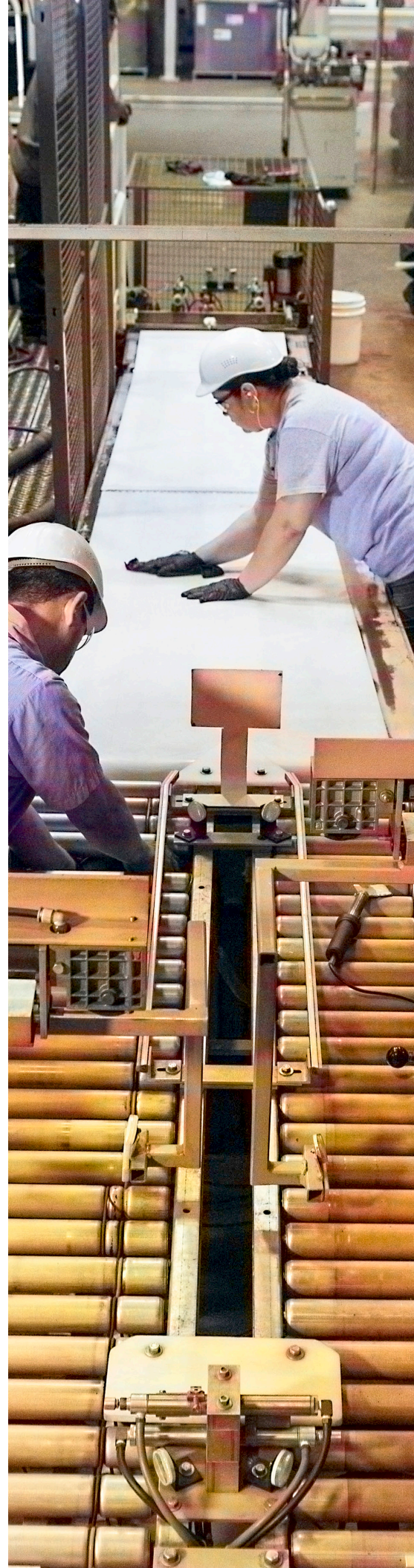
The supplier shall adopt any appropriate policy, standard, procedure, contingency measure, and management system to ensure that its operations are managed in an environmentally sustainable way. Where required, take necessary measures to prevent pollution and to conserve and use natural resources responsibly for its operations.

Ethics

Gifts, Gratuities and Improper Payments

Suppliers and their associates will ensure that they strictly prohibit bribery or other improper payments in any of their business operations. This prohibition applies to all business activities, anywhere in the world, whether they involve government officials, direct employees, or agents working on behalf of the supplier in any capacity. A bribe or other improper payment to secure a business advantage is never acceptable and can expose individuals and Rehrig Pacific Company to possible criminal prosecution, reputational harm, or other serious consequences.

Business decisions by Rehrig Pacific Company employees are made based on quality, service, price, and similar competitive factors. Rehrig Pacific Company will not tolerate or condone the offering, making, or authorizing of any payment or thing of value to an individual to secure an improper advantage.



Integrity

Confidential Information

All suppliers and associates serving Rehrig Pacific Company should ensure proper management of information obtained related to the relationship, preventing misuse, having informal discussion, or disclosing information to unauthorized persons, and refrain from making false or improper records. Any transfer of confidential information must be executed in a way that secures and protects the intellectual property rights of Rehrig Pacific Company and its suppliers.

Suppliers may not use the Rehrig Pacific Company trademark, images, or other materials owned by Rehrig Pacific Company, unless explicitly authorized.

Compliance and Transparency

Rehrig Pacific Company suppliers and associates will comply with the laws of each country and region, inclusive of international trade compliance.

Maintenance of documentation to support compliance to this Supplier Code of Conduct is essential and the supplier will allow Rehrig Pacific Company the right to inspect and/or monitor adherence. Rehrig Pacific Company reserves the right to request documentation, conduct onsite audits, review and approve corrective action plans, and verify the implementation of corrective action.



Contact Information

Any supplier to Rehrig Pacific Company may direct questions or comments about this Code of Conduct to their respective representative within Rehrig Pacific Company and escalate any questions or concerns, as needed or appropriate, within the organizational structure of Rehrig Pacific Company.

Non-Compliance/Misconduct Reporting

Violations of the Rehrig Pacific Company's Supplier Code of Conduct can be reported confidentially to the following link:

SupplierConduct@rehrig.com

