



## Supplier Code of Conduct

- **COMPLIANCE WITH LAW:** Suppliers are required to adopt and adhere to employment rules and conditions that respect workers, ensuring, at a minimum, the protection of their rights under both national and international labor and social security laws and regulations.

Suppliers must comply with all applicable export and import laws, customs duties, and all other laws pertaining to their international business activities.

- **CHILD LABOR:** Suppliers must not directly or indirectly employ workers under the age of 15 years or the age of completion of compulsory education, whichever is higher.
- **FORCED LABOR:** Suppliers will not source materials or work with manufacturers that use any forced or involuntary labor, whether imprisoned, bonded, trafficked, indentured, or otherwise.
- **WAGES AND BENEFITS:** All Suppliers must pay at least the minimum wage or the pertinent prevailing wage, whichever is higher, and comply with all legal requirements related to wages and benefits.
- **WORKING HOURS:** Supplier must comply with all applicable laws and regulations related to work hours, including but not limited to work hours, overtime, maximum hours, rest days, and holidays. Suppliers must not request overtime regularly and shall compensate workers for all overtime work at a premium rate according to law.
- **FREEDOM OF ASSOCIATION:** Suppliers must respect the workers' rights to freely associate and comply with existing local laws without intimidation, reprisal, or harassment.
- **NON-DISCRIMINATION:** Suppliers will not discriminate in their hiring and employment practices, including compensation, advancement, discipline, termination, retirement, or other based on race, ethnic origin, national origin, religion, age, marital status, capacity to bear children, pregnancy, HIV or any other medical status, sexual orientation, gender, political opinion, social status, legal migrant worker status, disability, or other legally protected category.
- **ABUSE AND HARASSMENT:** DuBose Strapping, Inc. expects its suppliers to treat their workers respectfully and with dignity. Supplier under any circumstances will not use corporal punishment, threats, or other forms of unlawful, physical, psychological, sexual, or verbal harassment or abuse or coercion, whether mental or physical. All our suppliers must implement a non-retaliation policy that allows workers to express their concerns about workplace conditions freely.

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- **HEALTH AND SAFETY:** Suppliers must adhere to all applicable health and safety laws and regulations, ensuring a secure and healthy workplace to prevent accidents and protect the well-being of employees. This pertains to incidents arising out of, linked with, or occurring during work or because of the operation at employers' facilities. When a Supplier, its affiliates, agents, or representatives are on-site at any DuBose Strapping, Inc. location or a DuBose Strapping, Inc. customer location on behalf of DuBose Strapping, Inc., strict compliance with DuBose Strapping, Inc. policies and relevant site requirements is mandatory.
- **ENVIRONMENT:** Suppliers must strive to minimize the adverse effects of their operations on the environment. This includes efforts to conserve natural resources, decrease energy consumption, reduce gas emissions, and lower water usage through sustainable practices.
- **GIFTS AND IMPROPER PAYMENTS:** Suppliers must not engage in corruption, extortion, or embezzlement. Suppliers must comply with all local and international anti-corruption laws and regulations, such as the U.S. Foreign Corrupt Practices Act, the OECD Anti-Bribery Convention, and, if applicable, any other international anti-corruption convention. Suppliers are prohibited from offering or accepting bribes or using other means to obtain an improper advantage. Bribes, facilitating payments, kickbacks, and similar payments to government officials or DuBose Strapping, Inc. employees or agents acting on DuBose Strapping, Inc.'s behalf are prohibited. DuBose Strapping, Inc. employees are encouraged to accept gifts or luxurious entertainment of more than minimal value from DuBose Strapping, Inc. suppliers. Business meals and entertainment could be appropriate to support business relationships; expenses must not be extravagant in those cases.
- **INTELLECTUAL PROPERTY RIGHTS:** Suppliers are required to respect and refrain from violating the intellectual property rights of others, including patents, copyrights, trademarks, and other proprietary rights.
- **FAIR DEALINGS AND COMPETITION LAWS:** Suppliers must not take unfair advantage of any worker through manipulation, hiding, abuse, misrepresentation of material facts, or any other unfair dealing. Suppliers must not engage in collusive bidding, price discrimination, price fixing, or other unfair trade practices violating applicable antitrust and competition laws. Suppliers will keep always fair business standards in their advertising, sales and competition processes.
- **CONFIDENTIALITY:** Suppliers must protect the Confidential Information shared by DuBose Strapping, Inc., its affiliates, customers, or suppliers. Confidential information may only be used and disclosed according to the manner authorized by DuBose Strapping, Inc. Confidential information includes any business information about DuBose Strapping, Inc., its customers, or suppliers that is not generally known to the public.
- **CONFLICT MINERALS:** DuBose Strapping, Inc. is committed to complying with federal laws and regulations regarding conflict minerals disclosure and expects Suppliers to share this commitment. Suppliers must determine if their products contain conflict minerals such as tin, tantalum, tungsten, gold, or any material designated by the Securities and Exchange Commission. Suppliers shall take necessary actions and provide requested information in the format specified by DuBose Strapping, Inc. to ensure compliance with Conflict of Minerals laws, rules, and regulations.

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- **DOCUMENTATION AND MONITORING:** Suppliers must establish a process of ensuring compliance with the DuBose Strapping, Inc. Supplier Code of Conduct. The supplier must retain all documentation to prove compliance with this code and, upon DuBose Strapping, Inc.'s request, provide DuBose Strapping, Inc. access to such documentation. The supplier must allow access to DuBose Strapping, Inc.'s representatives to conduct on-site inspections of manufacturing facilities, reviews of records relating to employment matters, private interviews with employees, etc.

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