

Gusmer Enterprises is committed to ethical and sustainable business practices. As part of this commitment, we expect our suppliers to operate in a manner consistent with our values. Our suppliers form an integral part of our network, and we expect that they commit to ethical and sustainable business practices. We believe that compliance with all applicable laws is the foundation for sustainability. In addition to compliance, we encourage suppliers to make continuous improvement as they identify new and innovative ways to create value and mitigate risk in the three interconnected dimensions of sustainability: people, nature and risk. Our suppliers are expected to have read and agreed to this code of conduct in full – and to act accordingly at all times.

PEOPLE:

People are our top consideration, and we work every day to develop and maintain trusted relationships with our employees and communities, customers, and suppliers. This includes maintaining quality work environments and supporting the communities in which we live and work.

- Health & Safety - Suppliers must provide and maintain a safe and healthy working environment that meets applicable laws for occupational safety and health.
- Child Labor - Suppliers must not employ underage individuals as defined by applicable child labor laws.
- Forced Labor - Suppliers must not use forced labor or involuntary prison labor.
- Involuntary Labor & Human Trafficking- Suppliers must not engage in or support forced, or compulsory labor as defined by the International Labor Organization Forced Labor Convention No. 29, including prison, bonded, indentured, slavery and human trafficking practices. All work performed must be voluntary and employees have the right to terminate employment with reasonable notice.
- Wages & Work Hours - Suppliers must comply with all applicable minimum wage, overtime and maximum hour, and other wage and hour laws.
- Freedom of Association - Suppliers must comply with applicable laws related to an employee's choice to join, or refrain from joining, any legally sanctioned association or organization.
- Non-Discrimination - Suppliers must maintain a work environment that respects the dignity and worth of each individual and not discriminate on the basis of any protected factor or activity, as defined by applicable law.
- Community - Suppliers should strive to be responsible citizens and create positive impacts in the communities where they operate through civic and philanthropic activities. For example, Gusmer makes charitable contributions annually and provides paid time for its employees to volunteer in our communities.

NATURE:

We value future resource needs by considering a product's entire life cycle – from responsible manufacturing to efficient product distribution and smart product use and disposal.

- Environmental Responsibility - Suppliers must meet all applicable environmental laws in the countries where they do business. In addition, we encourage our suppliers to consistently look for new and better ways to conserve resources, reduce the impact of products in use, and reduce manufacturing waste.
- Product Stewardship - In addition to standard safety and product stewardship assurances, we encourage suppliers to evaluate potential certifications as tools to verify and communicate the ongoing application of sustainable practices in sourcing, manufacturing, and quality management activities.
- Conflict Minerals – Suppliers shall not provide any minerals (tantalum, tin, tungsten or gold) from conflict regions that fund armed groups, contribute to armed conflict or promote the abuse of human rights. Upon request, Suppliers shall provide Country of Origin information for these minerals.

RISK

We strive to create and offer products and services that are preferred by customers and consumers and create value for society. We are continuously looking to improve our current products and services and develop new ones.

- Confidentiality - Suppliers shall protect all confidential information provided by Gusmer and its respective business partners. Suppliers shall have an established information security system and adequate protection relative to confidential information. Suppliers must respect intellectual property rights.
- Security - Suppliers must comply with all applicable customs and anti-terrorism laws and, as applicable, implement measures to secure our international supply chain. In addition, Suppliers should protect the privacy and security of any confidential or personal data provided by Gusmer Enterprises. The Supplier must notify Gusmer Enterprises immediately should a security risk be identified, or a data breach occur.
- Anti-Corruption - We expect suppliers to operate with integrity. Suppliers must not offer bribes, kickbacks, or other improper, undocumented payments for the purpose of garnering favorable treatment by a third party, including any governmental entity. Suppliers must comply with the U.S. Foreign Corrupt Practices Act as well as any other anti-corruption laws in the jurisdictions in which they do business.
- Financial Responsibility and Integrity - Suppliers are expected to develop and apply appropriate internal controls, accountability and governance models that ensure accurate reporting and encourage financial stability. Suppliers must accurately and reliably report and record information regarding their business activities, company structure, financial situation, and business performance in accordance with prevailing industry practices and applicable laws and regulations.
- Licensing - Suppliers shall have appropriate licenses, registrations and certifications required to conduct business in the locations in which they operate.
- Continuous Improvement and Innovation - We expect our suppliers to:
 - Provide products and services that meet our quality and safety standards
 - Seek new and innovative ways to further improve quality and performance, while reducing total cost

SUPPLIER PERFORMANCE

We expect our suppliers to meet or exceed expectations for quality, delivery, and service. This includes the following:

- **Quality:** Suppliers should provide products and services that meet or exceed Gusmer Enterprises' quality standards.
- **Delivery:** Suppliers should deliver products and services on time and in accordance with agreed-upon specifications.
- **Service:** Suppliers should provide responsive and reliable customer service and support.

MONITORING AND ENFORCEMENT:

Gusmer Enterprises expects its suppliers to embrace and adhere to this code of conduct. By doing so, our suppliers will help us achieve our sustainability goals, maintain our reputation for ethical business practices, and support our efforts to create a better world. Suppliers should ensure their organization, as well as any subcontractors producing products for Gusmer Enterprises, are in compliance with this Code. If Gusmer Enterprises determines that any Supplier has violated the Code, Gusmer Enterprises may, at our discretion, require the Supplier implement corrective actions. If corrective actions are advised but not taken, Gusmer Enterprises may terminate current orders and may suspend placement of future orders. Gusmer Enterprises encourages Suppliers to define and implement policies for social accountability and to establish their own internal compliance management systems.



Important Note: Gusmer Enterprises, Inc. provides this information to the best of our knowledge. This information does not claim to be complete and Gusmer Enterprises, Inc. cannot assume liability for improper use. All users are advised to test products to meet their specific needs.