



# Supplier Code of Conduct

Our goal at TEAM Industries is to be an integrated, engineering-driven, design and manufacturing company that provides innovative solutions which will satisfy our customers' needs. We do this by ensuring a trustworthy and ethical environment throughout our company and our entire supply chain. TEAM selects business partners who follow workplace standards and business practices that are consistent with our company's values, and adherence to this Code of Conduct is incumbent upon every TEAM supplier.

## Global Code of Conduct

- **General Principle:** Suppliers shall operate in full compliance with the laws and regulations of the respective countries in which they operate, and with the requirements within this Code.
- **Health and Safety:** Suppliers shall do all that is reasonable and practical to provide a safe working environment that supports accident prevention and minimizes exposure to health risks. Suppliers are also expected to comply with all applicable safety and health laws and regulations of the countries in which they operate.
- **Environment:** Suppliers are expected to conduct their operations in a way that limits the impact on the environment and complies with all applicable environmental laws and regulations.
- **Child Labor:** Suppliers shall employ only workers who meet the applicable minimum legal age requirement. Suppliers must also comply with all other applicable child labor laws.
- **Forced Labor:** Suppliers shall not use any prison, indentured, or forced labor.
- **Wages and Hours:** Suppliers shall set working hours, wages, and overtime pay in compliance with all applicable laws. Workers shall be paid at least the minimum legal wage or a wage that meets local industry standards, whichever is greater.
- **Discrimination:** Suppliers shall employ workers based on their ability to do the job, not based on their personal characteristics or beliefs (including race, color, gender, nationality, religion, age, maternity, or marital status).
- **Freedom of Association:** Suppliers' workers are free to join associations of their own choosing and have the freedom of collective bargaining where the local law confers such rights.
- **Gift and Gratuity Policy:** The offering or acceptance of kickbacks, bribes and other illegal payments subverts the very essence of competition and erodes the moral fiber of those involved. These include gratuities (i.e., anything of value) offered to governmental officials or employees. Such activities are not condoned and will not be tolerated. **TEAM prohibits the offer or acceptance of gifts or gratuities that the recipient likely would consider to be of substantial value. Any supplier that violates this policy risks immediate loss of all existing and future TEAM business.**

## Compliance Monitoring

TEAM Industries reserves the right to audit compliance of its Suppliers with respect to this Code and Suppliers agree to grant TEAM Industries access to its facilities and all relevant records to that end. TEAM will strive to provide advanced notice of any compliance audit, when feasible.

## Subcontractors

This Code applies and extends to all Supplier affiliates and subcontractors and it is the responsibility of Suppliers to ensure compliance of said affiliates and subcontractors therewith. TEAM reserves the right to reject affiliates and/or subcontractors based on conflicts with this Code.

## Non-Compliance

TEAM Industries requires all Supplier non-compliance to this Code, including of its suppliers, subcontractors, and agents, to be reported to the appropriate TEAM Commodity Manager or submitted to TEAM via email to: [supplychain@team-ind.com](mailto:supplychain@team-ind.com). In the event of a non-compliance with the Code, TEAM may provide the Supplier a reasonable opportunity to remedy the issue through agreed-upon corrective actions, unless the violation is severe or incurable, or constitutes a violation of law. In the case of violation of the Code or law, TEAM may suspend or terminate its relationship with the Supplier.