

EiKO Global LLC Supplier Code of Conduct

EiKO Global LLC is committed to conducting business with integrity, ethics, and compliance with all applicable laws. We expect our suppliers to uphold similar values and adhere to the highest standards of responsible business conduct. This Supplier Code of Conduct outlines our expectations for all suppliers, including their subcontractors and supply chain partners.

Suppliers may contact the Compliance Alert Line at **+1 800-852-2217** for concerns or reporting violations.

1. Compliance with Laws and Regulations

Suppliers must comply with all applicable local, national, and international laws, regulations, and industry standards, including those governing labor, human rights, health and safety, environmental protection, anti-corruption, fair business practices, and trade compliance.

2. Labor and Human Rights

- **No Forced Labor:** Suppliers must ensure that all labor is voluntary and not coerced, whether through forced labor, bonded labor, or human trafficking.
- **No Child Labor:** Suppliers shall not employ workers under the legal working age defined by local laws or international standards, whichever is higher.
- **Fair Wages and Working Hours:** Compensation and benefits must comply with applicable wage laws, and working hours shall not exceed legal limits.
- **Non-Discrimination and Respect:** Suppliers must provide equal employment opportunities and a workplace free from discrimination, harassment, or abuse based on race, color, religion, gender, sexual orientation, nationality, disability, or other protected characteristics.
- **Freedom of Association:** Suppliers must respect the rights of employees to join labor unions or other lawful organizations and engage in collective bargaining.
- **No Harassment or Abuse:** Suppliers shall maintain a workplace free from physical, verbal, or psychological abuse, harassment, or intimidation.

3. Health and Safety

- **Safe Working Conditions:** Suppliers must provide a safe and healthy workplace by identifying and mitigating occupational risks, offering necessary protective equipment, and maintaining sanitary working conditions.
- **Emergency Preparedness:** Suppliers must establish procedures for emergency situations, including fire safety, medical response, and evacuation plans.

- **Training and Awareness:** Suppliers must provide employees with adequate health and safety training to ensure a safe working environment.
- **Incident Reporting and Prevention:** Suppliers must track, investigate, and take corrective actions to prevent workplace accidents and injuries.

4. Environmental Responsibility

- **Environmental Compliance:** Suppliers must operate sustainably, minimizing waste, emissions, and resource consumption while complying with all environmental laws and regulations.
- **Permits and Reporting:** Suppliers must obtain, maintain, and keep current all required environmental permits (e.g., discharge monitoring), approvals, and registrations and follow their operational and reporting requirements.
- **Responsible Material Use:** Suppliers must avoid restricted substances and implement responsible sourcing practices.
- **Waste and Emissions Management:** Suppliers must work to reduce pollution, properly handle hazardous materials, and strive for energy efficiency and sustainability initiatives.

5. Ethical Business Practices

- **Integrity and Anti-Corruption:** Suppliers must prohibit bribery, corruption, extortion, and fraud in all business dealings. Improper payments, gifts, or other unethical incentives must not influence business decisions. Suppliers must comply with the Foreign Corrupt Practices Act (FCPA) and any other applicable anti-bribery and anti-corruption laws.
- **Fair Competition and Trade Compliance:** Suppliers must engage in fair business practices, adhere to competition laws, and comply with all import/export controls, sanctions, and customs regulations.
- **Conflicts of Interest:** Any conflicts of interest that may affect business relationships must be disclosed to EiKO Global LLC.
- **Data Protection and Intellectual Property:** Suppliers must safeguard confidential and proprietary information and comply with applicable data privacy regulations.
- **Integrity and Accuracy of Business Records:** Suppliers must create and maintain accurate financial and business records and ensure that no false or misleading entries are made in their books or records.
- **Counterfeit Parts Prevention:** Suppliers must implement measures to prevent counterfeit parts from entering the supply chain and ensure product authenticity.
- **Responsible Sourcing of Minerals:** Suppliers must comply with conflict minerals regulations, including the Dodd-Frank Wall Street Reform and Consumer Protection Act, Section 1502, and the EU Conflict Minerals Regulation, ensuring ethical and responsible sourcing of raw materials.

6. Supply Chain Responsibility

Suppliers must ensure that their supply chains comply with this Code, including ethical business conduct, labor rights, and environmental responsibility. Suppliers must monitor and enforce these standards among their subcontractors and business partners.

7. Trade Compliance

Suppliers must adhere to all applicable trade laws and regulations, including import/export controls, sanctions, and customs compliance. Suppliers shall not engage in transactions that violate international trade restrictions or embargoes.

8. Monitoring and Compliance

EiKO Global LLC reserves the right to audit, assess, and inspect suppliers to ensure compliance. Suppliers must maintain documentation and cooperate with investigations or verification requests.

9. Reporting Violations

Suppliers must report any violations of this Code or unethical behavior to EiKO Global LLC. Retaliation against individuals who report concerns in good faith is strictly prohibited.

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