



## Supplier Code of Conduct

Epolin, LLC operates within the federal and state laws in which we operate, and we conduct business in accordance with internationally accepted practices and principles of social and environmental responsibility. We hold ourselves responsible to comply with the following principles and expect our suppliers to do the same.

### Working Conditions and Human Rights

#### 1. Working Hours

We agree that working hours, including overtime, should comply with applicable local laws regulating hours of work

#### 2. Wages and Benefits

We agree that compensation and benefits should be competitive and comply with the applicable local laws, including those relating to minimum wage, overtime compensation and legally mandated benefits.

#### 3. Forced Labor

We agree that any form of forced labor including human trafficking should not be tolerated. We agree not to operate or source from facilities that force work to be performed by unpaid or indentured laborers.

#### 4. Child Labor

We acknowledge the right of every child to be protected from economic exploitation. We comply with the laws of each country regarding minimum hiring age.

#### 5. Non-Discrimination

The Supplier shall not discriminate in hiring, training, promotion, compensation and others employment practices on the basis of race, color, religion, gender, sexual orientation.

#### 6. Harassment

We agree to ensure a work culture that allows their employees the opportunity to work without fear of intimidation, retaliation, or harassment.

#### 7. Conflict Minerals

We agree any tantalum, tin, tungsten, or gold will not be sourced from any Conflict Mines in the Republic of Congo nor Mines within conflict-affected countries.

### Health and Safety

#### 1. Working Environment

We agree to provide a safe and healthy work environment for employees, contractors and visitors which is supported by adequate safety programs that comply with applicable laws and regulations. Risks from physical, chemical, and biological hazards in the workplace are identified and appropriate measures are taken to mitigate or eliminate them.

#### 2. Safety Protection

We agree to provide workers with appropriate personal protective equipment, training, and access to adequate medical assistance.

#### 3. Product Safety

Products and services delivered must meet quality and safety standards required by applicable law and be fit for intended purpose.



## Environmental Standards

### 1. Chemicals and Hazardous Materials

Chemicals and other materials posing a hazard if released to the environment are identified and labeled to ensure their safe handling, movement, storage, and disposal. Emergency response plans are in place.

### 2. Waste Management

We manage our operations in an environmentally responsible manner that complies with applicable laws and regulations accordingly to the country where products and services are manufactured.

## Business Integrity

### 1. Anti-Corruption and Bribery

We agree to conduct business in an honest, fair, and ethical manner and comply with all applicable laws and regulations in the countries where we operate. Suppliers must not offer, give, request, or accept payments, payments in kind, bribes, "kick-backs", gifts or favors that could be considered as influencing decisions of the parties involved.

### 2. Intellectual Property and Privacy

We agree to protect any confidential information and such information shall not be disclosed to unauthorized parties.

Please join Epolin in asserting conformance to these principles.

Sincerely,

A handwritten signature in black ink that reads "Michael Crosby".

Michael Crosby  
President  
Epolin, LLC  
2022

By accepting the Supplier Code of Conduct, the supplier confirms they will comply with the above principles for all business conducted with Epolin, LLC.

Signature: \_\_\_\_\_  
Name: \_\_\_\_\_  
Title: \_\_\_\_\_  
Company: \_\_\_\_\_  
Date: \_\_\_\_\_