



Supplier/Subcontractor Code of Conduct

1. Introduction

Haskell and its affiliates are committed to conducting business ethically and responsibly, and expect their suppliers, vendors, consultants and subcontractors (“Suppliers”) to do the same. This Code of Conduct outlines the standards and expectations for our Suppliers in areas such as labor practices, health and safety, environmental impacts, and business integrity, among others. Each Supplier must ensure that the values and practices set out in our Supplier/Subcontractor Code of Conduct (“Code of Conduct”) are adopted and adhered to, ensuring that all requirements herein are met within their supply chain.

2. Labor Practices and Human Rights

Fair Treatment: Suppliers must treat all employees with respect and dignity. Discrimination, harassment (sexual, verbal, psychological), corporal punishment and abuse are strictly prohibited.

Wages and Benefits: Suppliers must comply with all applicable wage and hour laws, including minimum wage, overtime and legally mandated benefits.

Child Labor: Suppliers must not employ workers under the legal minimum age for employment in that country. Suppliers must comply with all applicable child labor laws and maintain official documentation for each worker.

Forced Labor: Suppliers must not engage in or support any form of forced or compulsory labor.

Work Hours: Suppliers will conform to hours worked each day and days worked each week, in accordance with the legal limitations of their operations.

3. Health and Safety

Workplace Safety: Suppliers must provide a safe and healthy work environment for their employees. This includes taking proactive measures to prevent workplace accidents and injuries, and complying with all applicable health and safety laws and regulations while conducting business.

Emergency Preparedness: Suppliers must have emergency plans and response procedures in place to address potential emergencies such as fires, natural disasters, and other incidents, and implement all applicable laws and regulations regarding preparedness, reporting, procedures and training,

Security: Suppliers will provide adequate levels of security based on work location or client requirements.

4. Environmental Impact

Environmental: Suppliers must comply with all applicable environmental laws, regulations and standards applicable to their operation. Suppliers are encouraged to implement practices that minimize their environmental impact, such as properly managing solid waste/hazardous waste, water treatment, air emissions and other risks.

Sustainability: Suppliers must demonstrate a high level of commitment to sustainability in their operations. This commitment includes reducing environmental impact while supporting opportunities such as energy/GHG reduction, use of recycled materials, reduced shipping distances, water conservation and waste reduction, while continuing to safeguard the health and safety of their workers and the public.

5. Business Integrity

Anti-Corruption: Suppliers must not engage in any form of corruption, including bribery, extortion or embezzlement, and shall be careful to avoid the appearance of such improper conduct. Suppliers must comply with all applicable anti-corruption laws and regulations.

Subcontracting: Suppliers will ensure their contractual counterparties operate in a behavior consistent with this Code of Conduct.

Confidentiality: Suppliers must protect the confidentiality of any proprietary or personal information shared by our company and must not disclose it to any unauthorized parties. Suppliers shall protect confidential and proprietary information from unauthorized access, use, destruction, modification or disclosure by implementing appropriate security measures and complying with all applicable privacy and information security laws and regulations.

Responsible Sourcing: Suppliers must ensure the responsible procurement of goods and materials. The purchase and trade of conflict minerals is not allowed.

6. Compliance and Monitoring

Audits: Suppliers must allow our company or designated third parties to conduct audits and inspections to ensure compliance with this Code of Conduct. Haskell or designated parties may monitor and/or visit facilities, without notice, in order to assess compliance with this Code of Conduct.

Code of Conduct Communication: Suppliers are required to communicate, and translate as applicable, this Code of Conduct to all workers.

NOTE: If Supplier has a different Code of Conduct that is substantially like this Code, then the Supplier does not have to communicate this Code of Conduct.

Corrective Actions: Suppliers must take prompt corrective actions to address any violations of this Code of Conduct, regardless how the violations are discovered.

Additionally, adherence to the requirements set forth in the Supplier Code may be considered in making sourcing decisions. Failure to so comply with this Code of Conduct may result in termination of a specific agreement or as a Haskell supplier, consultant, vendor or subcontractor.

7. Reporting Concerns

Whistleblower Protection: Suppliers must provide a mechanism for employees to report concerns or violations of this Code of Conduct without fear of retaliation.

8. Reporting Misconduct

Suppliers are required to report suspected or known misconduct to their Haskell representative or by contacting the Haskell Hotline. Haskell will treat all reports with confidentiality to the extent possible, consistent with applicable law, to the extent needed for Haskell to conduct a thorough investigation, and in accordance with Haskell company policies. Haskell does not retaliate against anyone for reporting misconduct in good faith, nor do we tolerate retaliation from our suppliers.

Haskell Hotline: All reports are confidential and reviewed.

Phone: 1-844-974-5075

Website: [Haskell.ethicspoint.com](https://haskell.ethicspoint.com)