

Global Supplier Code of Conduct

OUR CODE & EXPECTATIONS

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At Eriez, our values—**Customer First**, **One Eriez**, **Empowerment**, **Integrity**, and **Continuous Improvement**—are the foundation of how we do business. We are committed to working with suppliers who share these values and who uphold high standards of ethical behavior, integrity, and sustainability in their operations. This Global Supplier Code of Conduct (the “Code”) sets out the minimum standards that we expect from our suppliers.

Our Code operates alongside the **Eriez Code of Conduct and Business Ethics Guide**, and it applies to all suppliers in our global supply chain. In cases where there is a conflict between local laws and the standards outlined in this Code, suppliers must adopt the higher standard. By adhering to these guidelines, suppliers help ensure that Eriez’ values are reflected in all aspects of our business relationships.

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Ethics and Governance

We expect our suppliers to commit to the highest standards of ethical conduct when dealing with workers, suppliers, and customers. Suppliers must implement robust governance practices to ensure compliance with all applicable laws and Eriez' ethical standards. Unethical practices or misconduct undermine trust and will not be tolerated.

Anti-Bribery and Corruption

Eriez holds itself and its suppliers to the highest standards of integrity. We have a **zero-tolerance policy** toward all forms of bribery, corruption, extortion, or embezzlement. This includes any practice designed to improperly influence business decisions or gain undue advantage.

Suppliers must not offer, authorize, or accept bribes, facilitation payments, kickbacks, or other improper benefits, whether directly or indirectly, through third parties. This prohibition includes political contributions, gifts, or entertainment intended to improperly influence business decisions. All business dealings must be accurately recorded and monitored to ensure full compliance with applicable anti-corruption laws.

If a supplier becomes aware of any violation of this Code or Eriez' **Business Code of Conduct and Ethics Guide**, they are encouraged to report it confidentially through Eriez' **Compliance Helpline**, managed by **Navex**.

Competition and Fair Practices

Suppliers must comply with all applicable competition laws, including those related to price fixing, bid rigging, and sharing of sensitive information with competitors. We expect suppliers to operate with fairness and transparency, ensuring compliance with both legal and ethical standards in every transaction.

Conflicts of Interest

Suppliers are required to avoid any conflicts of interest that could impair their ability to act objectively in business dealings with Eriez. Should a potential or actual conflict of interest arise, it must be disclosed immediately to Eriez to ensure that appropriate steps are taken.

Data, Confidentiality, and Privacy

Suppliers must respect the privacy rights of individuals and comply with all applicable data protection laws when personal data is collected, stored, processed, transmitted, or shared. Both Eriez and its suppliers share the responsibility of managing personal data with care and confidentiality, ensuring it is used appropriately and safeguarded against unauthorized access.

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Intellectual Property

Suppliers must respect intellectual property rights and comply with all relevant laws and regulations governing intellectual property. This includes ensuring that proprietary information and technology are protected and not misappropriated. Suppliers must also protect Eriez' confidential information, using it only for its intended business purposes and disclosing it only with proper authorization.



Information and Cybersecurity

Strong information and cybersecurity practices are essential to protecting sensitive data, intellectual property, and business operations. We expect suppliers to maintain high standards of security, implementing appropriate technical and organizational measures to safeguard against potential threats. Suppliers should work closely with Eriez to ensure a collaborative approach to information security.

Global Trade Compliance and Sanctions

Suppliers must conduct business in full compliance with all applicable global trade laws, including sanctions and export control regulations. This includes adherence to laws governing the movement of products, services, technology, and financial transactions. Suppliers must stay informed of current laws and ensure that their business activities comply with all relevant legal and regulatory frameworks.

Ethics and Speak Up Pathways

Suppliers must provide a safe and transparent mechanism for employees and stakeholders to report ethical concerns or misconduct. This mechanism must comply with local laws, ensure anonymity, and protect against retaliation for raising concerns in good faith.

Suppliers should encourage an ethical culture where employees feel empowered to speak up without fear of negative consequences.

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Quality Assurance

Suppliers are expected to produce and deliver products and services that meet agreed-upon quality and safety standards. Continuous improvement in quality management and adherence to specifications are critical to ensuring that Eriez delivers excellence to its customers. Suppliers must maintain high standards throughout their operations and should proactively address risks related to counterfeit materials, including notification to Eriez of any such counterfeit materials affecting goods or services intended for Eriez.



Taxes and Financial Responsibilities

Suppliers must comply with all applicable laws regarding taxes, accounting, and financial reporting. All financial transactions must be transparent, and suppliers must maintain accurate and timely records. Compliance with these obligations is essential to upholding integrity and accountability in our global supply chain.

Fair Treatment of Employees and Human Rights

Eriez expects its suppliers to support and uphold internationally recognized human rights throughout the supply chain. This includes the rights expressed in the International Bill of Human Rights and the principles outlined by the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. Suppliers must actively work to identify and address any potential violations within their own operations and across their value chain to ensure compliance with these standards.

Modern Slavery, Trafficking, and Forced Labor

All work performed must be voluntary. Eriez does not permit forced, bonded (including debt bondage) or indentured labor, involuntary prison labor, slavery, or the trafficking of persons. Suppliers must not engage in any practices that involve transporting, harboring, recruiting, transferring, or receiving persons under threat, force, coercion, abduction, or fraud for labor or services. Workers' freedom of movement must not be unreasonably restricted, and suppliers should not require deposits or retention of identity papers. Clear and understandable employment terms must be provided to all workers, and any disciplinary actions must be documented appropriately.

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Child Labor

Eriez prohibits the use of child labor at any point in its supply chain. A “child” is defined as any person under the age of compulsory education completion or under the minimum employment age in the country of operation, whichever is higher. Suppliers are expected to verify the age of their workers through a reliable process. Legitimate workplace apprenticeship programs that comply with local laws and regulations are encouraged. Workers under the age of 18 should not be assigned tasks that might jeopardize their health, safety, or well-being, nor hinder their education. If child labor is identified, the supplier must take remediation steps that prioritize the best interest of the child, ensuring they attend mandatory schooling and receive appropriate support.

Diversity and Inclusion

At Eriez, we believe that diversity and inclusion are critical to driving innovation and growth. We expect our suppliers to foster diverse and inclusive work environments free from harassment and unlawful discrimination. Suppliers must not discriminate based on race, color, gender, sexual orientation, gender identity, disability, religion, or any other protected status in their hiring, promotions, training, or compensation practices. Reasonable accommodation should be provided for workers’ religious practices, and no worker should face discrimination based on medical testing.

Working Hours

Suppliers must comply with local laws and regulations regarding working hours, ensuring that workers are provided with at least one scheduled day off every seven days. Workers must not be required to work more than six consecutive days.

Living Wages

Wages paid to workers must comply with all applicable laws, including minimum wage laws, overtime regulations, and legally mandated benefits. Eriez does not allow wage deductions as a disciplinary measure. Suppliers are expected to provide appropriate leave periods and holidays, paying workers on a regular and timely basis. Temporary and outsourced labor must be used in accordance with local laws.

Conflict Minerals

If applicable, suppliers must have policies and procedures in place to ensure that tantalum, tin, tungsten, and gold used in their products are sourced responsibly. Suppliers are expected to follow the OECD’s Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas and provide Eriez with relevant reports upon request.

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Health and Safety

Eriez is committed to fostering a “safety-first” culture and expects suppliers to meet or exceed local health and safety standards. Suppliers must implement robust safety programs to minimize risks related to occupational injuries and illnesses, ensure workers are provided with necessary safety equipment, and offer appropriate accommodations for pregnant or nursing employees. Suppliers must also have emergency preparedness plans in place, and all workers should be trained on health and safety matters in a language they understand.

Environment

Environmental responsibility is integral to Eriez’ operations. We expect our suppliers to minimize their environmental impact and adhere to all local environmental regulations. Suppliers should strive to reduce emissions, conserve natural resources, and manage hazardous substances safely. Adopting the ISO 14001:2015 environmental management standard is encouraged. Suppliers are also expected to support Eriez’ commitment to Net Zero emissions by tracking and reducing their energy consumption and greenhouse gas emissions.

Code Adherence

Suppliers are required to ensure that their employees, contractors, agents, and subcontractors comply with this Code of Conduct. Suppliers must conduct due diligence to identify and address non-compliance and report any issues to Eriez promptly. Suppliers are also expected to grant Eriez reasonable access to relevant information and facilities for performance assessment purposes. Audits may be conducted to verify adherence to this Code.

If you have any questions or concerns regarding our Code of Conduct, please contact us at: (consult group for preferences for managing contacts regarding Code compliance)



HEADQUARTERS

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