



Supplier Code of Conduct

Pacor is committed to conducting business in an ethical manner and Pacor expects all of its Suppliers engaged in providing products and services to Pacor to have, or to make a similar commitment to those standards.

Pacor expects each of its Suppliers to operate and act in full compliance with this Code of Conduct and all applicable laws and regulations. Pacor additionally expects that all Suppliers will hold their suppliers to the same high standards.

Pacor reserves the right to assess Suppliers for compliance with this code at any time. If nonconformances are found, we will work with the Supplier to come to a resolution. If the nonconformance is not rectified, to our satisfaction, we may terminate the relationship as a last resort.

Pacor reserves the right to amend this list at any time for any reason. Please contact customer service if you have any questions regarding this code and/or its applications.

Suppliers are expected to abide by the following terms and conditions:

Legal requirements

- ✓ Comply with all applicable national, state and local laws and regulations in the countries in which they operate. This includes but is not limited to DOL, OSHA, IRS, FLSA, US Foreign Corrupt Practices Act, UK Modern Slavery Act, and Conflict Mineral Regulations.

Ethics and Integrity

- ✓ Have an atmosphere free of discrimination based on any protected class.
- ✓ Have a policy and reporting process for workplace concerns with allowances for anonymous reporting.
- ✓ Have a policy against retaliation for reporting workplace concerns.

Data and Privacy

- ✓ Protect the privacy of individuals and security of confidential information.
- ✓ Have systems in place to train and prevent cybersecurity attacks.

Employment and Working Conditions

- ✓ Comply with all applicable wage and hour laws and regulations and provide legally mandated benefits.
- ✓ Zero tolerance for slavery, forced labor, or human trafficking in any form.



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- ✓ Act in compliance with all laws regulating the minimum working age for each position, including laws pertaining to employment, apprenticeships, and internships of youth and students.
- ✓ Enact a safe and respectful workplace for all employees.
- ✓ Zero tolerance for physical violence, threats, corporal punishment, mental coercion, verbal abuse, disrespectful behavior, bullying or harassment of any kind.

General Compliance

- ✓ Provide any requested REACH, RoHS, Conflict Minerals, TSCA, JCI, SVCH, and any other relevant compliance information requested within 30 days of request.
- ✓ Provide USMCA COO for materials on an annual basis, if applicable.
- ✓ Provide updated SDS for materials purchased within 90 days of an update.