



# Supplier Code of Conduct

The suppliers that are partnered with Inteplast Group and its affiliates are held to our uncompromising standards in their practices across 11 key domains.





# Supplier Code of Conduct

Inteplast Group, as a major global manufacturer of plastics, is committed to employees, customers, and suppliers in every facet of business. Compliance with law and ethics are of utmost importance and the company will strive to excel in this area. The fair treatment of employees, business partners, and the environment is viewed as necessary and absolute. In this regard, this Supplier Code of Conduct will enumerate the standards that we have for our supply chain partners, and particularly, our suppliers.

Inteplast Group, its affiliated companies, and its suppliers comply with:

- United States Trafficking Victims Protection Reauthorization Act
- United States Trade and Development Act
- U.S. Occupational Safety Health Act
- Fair Labor Standards Act and all child labor provisions within;
- Immigration and Nationality Act;
- and the United Nations Convention on Rights of the Child

## Who Are We?

Inteplast Group is a leading North American manufacturer of plastics and paper, serving a variety of sectors. Our facilities are in industrial areas in proximity to rural and semi-suburban residential communities.

Since our inception in 1991, we have ensured that our operations are staffed by professionals who strengthen the manufacturing landscape domestically and internationally.



## Supplier Code of Conduct: Areas of Focus

- Business Ethics
- Inclusion
- Bribes and Kickbacks
- Forced Labor
- Child Labor
- Human Trafficking
- Wages and Benefits
- Conflict Minerals
- Sustainable Practices
- Safety
- Data Management

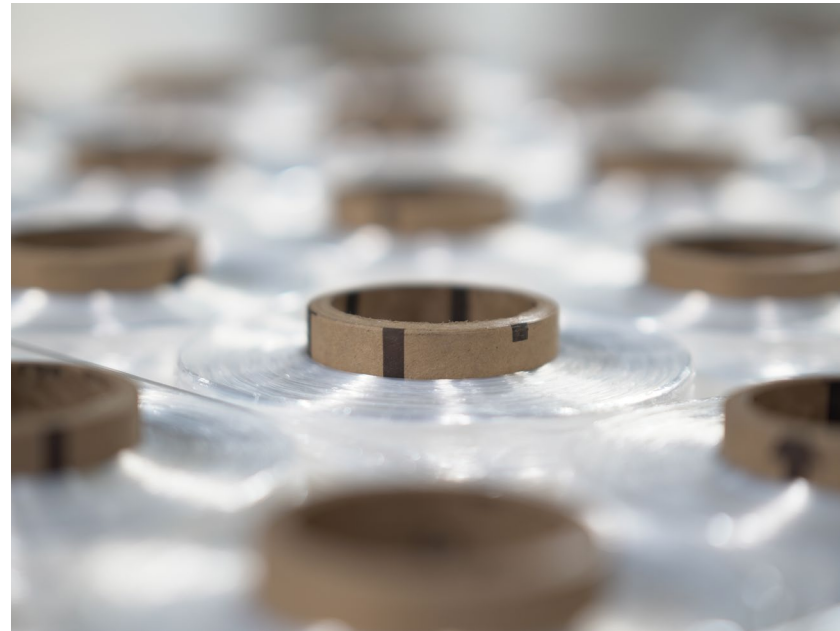


## Business Ethics

All entities in the supply chain, as they relate to Inteplast Group's suppliers, must adhere to all applicable antitrust/competition laws established in the United States and all countries of operation in which they are involved. Inteplast Group's suppliers' practice of merger and acquisition activities must meet all Federal Trade Commission requirements and others as applicable. Our standards for business partnership with our suppliers require that their practices are fair and equitable so that the welfare of the consumer and the competitor is not jeopardized. Ethical practices maintained by our suppliers include following domestic and international trade regulations. The reporting of any conflicts of interest (private, professional, or public) to Inteplast Group prior to or during our business commitment and partnership is the responsibility of prospective or current suppliers.

## Inclusion

Inteplast Group and its affiliates harness the power of inclusion in our workforce as it creates an environment where employees know that they are valued. We do not discriminate based on race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status. Our commitment to inclusivity and non-discrimination ensures that we treat all employees fairly and provide each of them with equal opportunity for career advancement. We are committed to fostering and promoting inclusion within our supply chain, and we expect our suppliers' values will align with ours.



## Bribes and Kickbacks

Inteplast Group and its suppliers do not accept or require bribes or kickbacks.

Our contracts, partnerships, and sales agreements, along with those of our suppliers, are established via standard practices in accordance with United States and Canadian law and in the case of companies outside of the United States, the Foreign Corrupt Practices Act.

All exchange of money for services will occur per approved contracts authorized by appropriate representatives of each organization. No payments, given or taken, are authorized by our suppliers unless they are explicitly dictated by a legal and binding contract.

Inteplast Group maintains that corrupt business transactions on the part of any supplier will lead to the termination of the business partnership. While this standard should be applicable to the relationships that our suppliers have with their suppliers and customers, within this relationship (with Inteplast Group), termination of all contracts is guaranteed.



## Forced Labor

Inteplast Group and its suppliers are committed to ensuring that all staff members are employed voluntarily, of their own free will, and without coercion or by force.

All duties performed within the workspaces of Inteplast Group and its suppliers shall align with employees' training and areas of expertise. Employees will not be compelled to work beyond their contractual hours or in conditions that jeopardize their safety or exceed their skill level. Compliance with this policy guarantees a respectful and safe working environment.

## Child Labor

Inteplast Group's plants, warehouses, offices, and suppliers do not employ children.

All staff are 18 years of age or older, except for apprentices from instructional or parochial partnerships with educational institutions. Apprentices at Inteplast and our North American suppliers must be at least 17 years old and are limited to a workday capped at 4 hours and a work week comprising no more than 20 hours.

## Human Trafficking

Inteplast Group is committed to preventing human trafficking in all forms. Neither Inteplast Group, nor our suppliers shall employ individuals who are victims or coordinators of human trafficking.

Our suppliers may not support trafficking rings or any underground organizations that facilitate or conceal human trafficking activities, including those that harbor predators, kidnappers, or accomplices involved in these crimes. Compliance with this policy is essential.

## Wages and Benefits

Our suppliers believe in and provide fair wages and benefits to their employees. Inteplast Group's standards require that the wages, salaries, and tips as compensation at the businesses of our suppliers conform to standard rates of compensation. Benefits such as insurance, vacation pay, holiday pay, maternity leave, and others should be considered as part of the compensation package. Benefits coverage should align with acceptable business practices within the related industry, applicable laws, and should represent fair compensation based on the employee's contribution to the employer.



## Conflict Minerals

Suppliers of Inteplast Group are not to source conflict materials, specifically, tantalum, tin, gold and tungsten. Purchasing, soliciting, or trading any of these minerals, particularly from the Democratic Republic of Congo, Afghanistan, Colombia, Myanmar, and other conflict regions throughout the world will result in the dissolution of Inteplast Group's partnership with such a supplier. Our company expects that suppliers adhere to the rules and guidelines as set forth by the U.S. Conflicts Minerals Law and the U.S. Securities and Exchange Commission. If requested, the supplier will provide a certificate indicating that products sold to customers are conflict-material free.

## Sustainable Practices

Inteplast Group and its suppliers are dedicated to implementing systems that promote a zero-waste and a lean manufacturing approach in material sourcing, operations, production, and packaging.

Partnership standards with our suppliers require a commitment to operational efficiency, compliance with environmental regulations, and innovative practices that enhance capabilities and yield measurable results for closed-loop systems. Suppliers should provide non-classified sustainability data upon request to support our collective environmental goals. Compliance with this policy is essential for maintaining our partnerships.



Suppliers will actively pursue sustainable practices with a focus on waste reduction in areas such as packaging, shipping methods, and product components as this will minimize environmental impact. As such, compliance with all regulatory agencies is expected. Systems for measuring emissions (air, wastewater, solid waste) should be monitored, processed, and released according to approved treatment methods by the supplier's respective environmental agency.



## Safety

The safety programs of our suppliers should foster a safe work environment where potential harm or danger to an employee has been eliminated. Through training, adherence to protocol, and various assessments (walk-throughs, internal and third-party audits), our suppliers are expected to create a standard for open communication, suggestions for improvement, and consistent record-keeping of incidents and near misses.

Our suppliers must maintain written emergency action plans and should provide training to employees as required by local, state, and federal regulatory agencies. Facilities and evacuation plans are to direct staff to unobstructed routes of egress.

In addition, collaborative efforts and achievements in safety that are made by individuals, departments, or other groups should be acknowledged by management. Overall, the safety, health, and wellness of our suppliers' staff must always be centered.

## Data Management

The care with which data is collected, shared, and archived is an essential aspect of record-keeping and analysis at Inteplast Group and we expect our suppliers to utilize stable and efficient systems for managing data. Suppliers should maintain a data security system that protects their production, shipping, accounting information related to the transactions that detail the business activities of the supply chain.

Customers' data, whether it be proprietary, confidential, or otherwise, should be kept safe and classified within the systems and software used by our suppliers. Viable systems related to data transmission – utilization of EDI if applicable, email management systems, and other means of communicating with members of the supply chain should be maintained by the supplier.

Thank you for reviewing and agreeing to abide by the terms of Inteplast Group Corporation and our affiliated companies' Supplier Code of Conduct. Your commitment to integrity and upholding universally sound ethical values is important to us. We look forward to our new partnership.



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