

## SUPPLIER CODE OF CONDUCT

*In the remainder of this document, the term "company," "Gallagher-Kaiser" or "GK" refers to all Gallagher-Kaiser Companies' and divisions  
The term "supplier" refers to any entity doing business with Gallagher-Kaiser Companies'*

### PURPOSE

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The purpose of this document is to make clear Gallagher-Kaiser's expectations of our suppliers, subcontractors and business partners doing business with GK as it relates to their corporate social responsibility. This policy aims to increase awareness, understanding and commitment as it relates to human rights, business integrity and the environmental impact of our own supply chain.

Beyond contractual requirements, safety criteria and safety program requirements, any and all applicable laws and regulations; recipients of this Supplier Code of Conduct are expected to comply with the standards described below.

### HUMAN RIGHTS

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Supplier will not use child, slave, prisoner or forced or involuntary labor of any kind. Supplier will not engage in human trafficking.

Supplier will not discriminate or tolerate harassment or discriminatory behaviors of any kind as it pertains to gender, color, race, national origin, religion, sexual orientation, age, veteran status, disability, or gender identity. Supplier will provide adequate mechanism for their employees to report concerns and supplier will prohibit retaliation.

### BUSINESS ETHICS

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Supplier will operate ethically and will not tolerate corruption, bribery, embezzlement, or fraud of any form.

### ENVIRONMENT

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Supplier will maintain and provide upon request, a Quality and Environmental manual and/or environmental policies. Consistent with Gallagher-Kaiser's goal to be carbon neutral by 2035; supplier will seek to increase efficiency in their facilities, products and practices to achieve specific carbon reduction goals as established by the supplier.

Supplier will consciously work to conserve resources, reduce their carbon footprint and identify and use renewable energies.

Supplier will set and share their goals and initiatives as it relates to protecting the environment.

### ACKNOWLEDGEMENT

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All Gallagher-Kaiser suppliers are expected to correct any of their practices that do not comply with the expectations set forth in this document. Moreover, in an ongoing effort to build a more sustainable future, our suppliers are encouraged to set similar expectations for their own supply chain.

**I certify that my company has read, understands, and will comply with the expectations set forth in this Gallagher-Kaiser (GK) Supplier Code of Conduct document.**

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**SUPPLIER REPRESENTATIVE**