

**SCOTT LABORATORIES SUPPLIER CODE OF CONDUCT**

We, at Scott Laboratories, view our suppliers as partners and care about the way they do business. This supplier Code of Conduct (“Code of Conduct”) is a result of our ambition to establish a proactive collaboration with our suppliers in the promotion of lawful, professional and fair practices that integrate the respect for human rights, business ethics and the environment. This supplier Code of Conduct applies to all suppliers who provide services and goods to Scott Laboratories Inc. or any of its subsidiaries, affiliates and related entities (“Scott Laboratories”). Suppliers must be committed to the highest standards of ethical conduct when dealing with employees, suppliers and customers. This Code of Conduct sets forth the basic requirements that all suppliers must comply with in order to do business with Scott Laboratories. If Scott Laboratories believes that any supplier has violated this Code of Conduct, Scott Laboratories has the right to terminate its business relationship with the supplier and to proceed to secure any and all other rights and remedies available to it. Scott Laboratories reserves the right to reasonably change the requirements of this Code of Conduct and, in such an event, expects the supplier to accept such reasonable changes.

**Compliance with Laws and Scott Laboratories Policies** Suppliers must fully comply with all applicable national and/or local laws and regulations and Scott Laboratories policies. To the extent that Scott Laboratories policies impose a higher standard than what is required by applicable national and/or local laws and regulations on its suppliers, such higher standard will prevail.

**Forced Labor** Suppliers must not use any form of forced, bonded, indentured, trafficked, slave or prison labor, except for government approved programs that utilize convicts or prisoners on parole, supervised release or on probation or in any penal or reformatory institution. All work has to be voluntary, and workers shall be free to leave work or terminate their employment with reasonable notice. No workers must be required to surrender any government-issued identification, passports or work permits as a condition of employment.

**Child Labor** Child labor is strictly prohibited. The minimum age for employment shall be the higher of 16 years of age, the minimum age for employment or the minimum age for completing compulsory education in the country where the product is produced, or service is rendered.

**Human Rights** Suppliers shall respect the human rights of employees.

**Non-discrimination** Suppliers shall not discriminate against any employees based on grounds including race, color, religion, national or ethnic origin, ancestry, age, disability, gender, pregnancy or maternity, marital status, sexual orientation, gender identity or expression, political or personal belief, or union membership.

**Compensation** Suppliers shall pay all workers at least the minimum wage and benefits required by applicable laws and regulations. Workers shall be compensated for overtime hours at the premium rate required by applicable laws and regulations.

**Freedom of Association** Suppliers must respect the rights of all employees to lawfully associate or not to associate with groups of their choosing, as long as such groups are permitted by law. Suppliers should not unlawfully interfere with, obstruct or prevent legitimate, lawful employee associations and related activities.

**Employment Practices** Suppliers must have hiring practices that verify accurately age and ability to work legally.

**Acceptance of Gifts and Benefits** Scott Laboratories prohibits offering, soliciting or accepting gifts and donations related to their employees' business or employment. However, entertainment and gifts of modest monetary value arising out of traditions or ordinary corporate hospitality are acceptable. Donations for political or social purposes are permitted only within the limits of local laws and in complete transparency. This applies to Scott Laboratories employees, agents, contractors, and each of their immediate family members. The following types of gifts and entertainment may never be offered, regardless of value: cash or cash equivalents (i.e. gift cards) and any gifts that are or could be illegal.

**Health and Safety** Suppliers shall provide all workers with a safe work environment and shall provide all workers with appropriate personal protective equipment and workplace health and safety information and training.

**Environment** Suppliers must comply with all national and local environmental laws applicable to air emissions, waste handling and disposal, water use, wastewater discharges, and hazardous and toxic substances and will source materials harvested in accordance with all international treaties in addition to national and local laws. Suppliers shall make available documents that demonstrate this compliance when requested by Scott Laboratories.

**Conflicts of Interest** Suppliers shall not engage in any activity with an employee of Scott Laboratories which could create a conflict of interest. Any potential conflict of interest should be disclosed to Scott Laboratories.

**Subcontractors** If permitted by the terms of its agreement with Scott Laboratories, suppliers shall not retain any subcontractors without a thorough examination of the Subcontractors' person, reputation and integrity. In addition, suppliers shall not retain any subcontractors in connection with their provision of services or goods to Scott Laboratories unless the subcontractors comply with this Code of Conduct. Suppliers must remain responsible for ensuring that their Subcontractors comply with this Code of Conduct.

**Anti-Corruption** Suppliers must not tolerate, permit, or engage in bribery, corruption or unethical practices whether in dealings with public officials or individuals in the private sectors. Suppliers must conduct business in compliance with all applicable laws and shall avoid engaging in any activity which could be deemed a corrupt and/or unethical practice. Suppliers must maintain integrity, transparency and accuracy in all records of matters relating to their business with Scott Laboratories.

**Confidentiality and Intellectual Property** All suppliers and their representatives are expected to maintain the confidentiality of information entrusted to them by Scott Laboratories or its customers. Suppliers must respect and protect Scott Laboratories intellectual property rights and maintain the



confidentiality of trade secrets and other Scott Laboratories proprietary information which includes any information that is nonpublic or not easily obtained or determined. Suppliers shall not use stolen or misappropriated technology.

**Monitoring and Enforcement** Scott Laboratories, by itself or with the assistance of a third party, will take affirmative measures, such as announced and unannounced inspections of production facilities, to ensure compliance with this Code of Conduct. Suppliers must maintain all documents to demonstrate compliance with this Code of Conduct and shall make such documents available to Scott Laboratories upon request.

**Commitment to Sustainability** Supplier commits to protecting the environment and minimize its environmental impacts concerning its activities, products and services. Scott Laboratories has a high interest in sourcing the best products at the lowest cost to the environment and the highest return for society. Suppliers are asked to share their efforts in Sustainability with Scott laboratories on a regular basis and commit to collaborations which produce better outcomes for people, the planet and profit.

LINKS (hyperlink) can be found on our website for resources and trainings to improve sustainability. We strongly encourage our suppliers to use these and other resources.