



Supplier Code of Conduct Policy

December 23, 2023

Ronsco Inc. is dedicated to fostering a business environment characterized by the highest standards of integrity and ethics. We have built a strong reputation based on trust, transparency, and responsible corporate citizenship. This Supplier Code of Conduct establishes clear expectations for our Suppliers and their employees when representing Ronsco Inc. in any business activities.

1. Legal Compliance:

Suppliers must strictly adhere to all relevant laws and regulations in the countries where they operate. This encompasses labor laws, health and safety regulations, environmental protection laws, and anti-corruption legislation.

2. Ethical Conduct:

Suppliers are expected to conduct their business with unwavering integrity, honesty, and fairness. Any form of unethical practice, such as bribery, corruption, and fraud, will not be tolerated under any circumstances.

3. Labor Practices:

Child Labor: Suppliers must refrain from employing individuals who are underage according to the applicable local laws governing employment.

Forced Labor: Suppliers must categorically prohibit all forms of forced or involuntary labor within their operations. Every employee's engagement must be voluntary and without coercion.

Working Hours and Conditions: Suppliers are required to ensure that working hours comply with all applicable regulations, providing their employees with safe and healthy working conditions.

4. Human Rights:

Suppliers must fully respect and actively promote the protection of human rights. Discrimination, harassment, and any infringement upon fundamental human rights are strictly prohibited.

5. Environmental Responsibility:

Suppliers are strongly encouraged to minimize their environmental impact. This responsibility encompasses proper waste disposal, responsible utilization of natural resources, and diligent compliance with environmental regulations.



6. Health and Safety:

Suppliers bear the responsibility of providing their employees with a working environment that is safe and healthy. This includes adequate safety training, provision of appropriate equipment, and implementation of measures to prevent accidents and injuries.

7. Anti-Corruption:

Suppliers must avoid engaging in any form of corruption, bribery, or unethical business practices. This obligation extends to interactions with public officials and full compliance with all anti-corruption laws and regulations.

8. Confidentiality:

Suppliers must treat all information obtained during their business relationship with Ronsco Inc. as strictly confidential. This includes trade secrets, proprietary information, and any other sensitive data.

9. Conflict of Interest:

Suppliers must promptly disclose any potential conflicts of interest that may compromise their ability to act in the best interests of Ronsco Inc. They are expected to refrain from engaging in any activities that could undermine their objectivity.

10. Compliance Monitoring:

Ronsco Inc. reserves the right to regularly monitor and assess Supplier compliance with this Code of Conduct. Any instances of non-compliance may result in appropriate corrective action, up to and including termination of the business relationship.

Reporting Violations:

Suppliers are strongly encouraged to report any suspected violations of this Code of Conduct to Ronsco Inc. through established reporting channels. Whistleblower protections will be implemented to ensure confidentiality and protection against retaliation.

By entering into a business relationship with Ronsco Inc., Suppliers explicitly agree to comply with this Supplier Code of Conduct and demonstrate an unwavering commitment to the principles outlined herein.

A handwritten signature in black ink, appearing to read "Greg Barlow".

Greg Barlow

Senior VP Products & Services