

## SUPPLIER CODE OF CONDUCT

At EnviroServe, we are dedicated to conducting business with integrity, and we believe in forging strong partnerships with supply companies that share our commitment to trust, transparency, and accountability.

This Supplier Code of Conduct outlines the expectations we place on our supply partners to uphold ethical, safe, and responsible practices, while adhering to applicable laws and regulations. By collectively embracing these principles, we can strengthen our shared values and create a sustainable and socially responsible supply chain.

### Ethics and Compliance with Laws

We expect our supply partners to have a comprehensive understanding of the laws and regulations governing their business activities. While complying with legal requirements is the foundation, we also encourage our supply partners to strive for continuous improvement. If any specific issues with goods or services arise, we request immediate communication to address and rectify any potential non-compliance, especially a health or safety issue. We also value the proactive assistance of our supply partners in aligning with applicable global standards and regulations.

### Employees and Labor Practices

Creating a safe, inclusive, and diverse work environment is paramount. We expect our supply partners to provide a workplace that fosters dignity, respect, and free from harassment, bullying, or discrimination. Under no circumstances should human trafficking, forced labor, or child labor be tolerated. Our supply partners should go above and beyond legal requirements to ensure fair wages, humane treatment, and safe working conditions for their employees and contractors.

### Environmental Stewardship

We expect our supply partners to adhere to sustainable business practices and to act in accordance with all local and national laws and regulations regarding the environment, and when controlling and monitoring environmental concerns. This includes areas such as air emissions (including greenhouse gas emissions), hazardous substances, materials disposal, product content restrictions, resource efficiency (including energy and water), biodiversity, and wastewater and solid waste management. We expect our supply partners to meet or exceed all environmental standards and regulations and to proactively work to minimize and mitigate their environmental footprint.

**WHERE YOU NEED US, WHEN YOU NEED US.**

## Integrity and Fair Business Practices

Actively doing the right thing is a core principle for EnviroServe, and we expect our supply partners to also act with integrity, conduct business fairly and ethically, and to avoid any improper advantage when competing for EnviroServe's business. We will never offer or accept bribes, kickbacks, inappropriate gifts or hospitality, or other improper incentives to award business. We will avoid any conflict of interest relating to financial interests or other arrangements with our Team Members, which could be perceived as improper, and expect the same commitment from our supply partners. We will work with our supply partners to promote fair business practices, competition, and responsible sourcing. Together, we will protect intellectual property and confidentiality and ensure proper disclosures, whenever applicable. Business will always be conducted with integrity.

### SUMMARY

Our ultimate goal is to establish trusted partnerships with supply companies that wholeheartedly embrace these principles in their daily practices. We welcome the collaboration and support of our supply partners in providing information and evidence of compliance with this Supplier Code of Conduct. EnviroServe is committed to working together with supply partners to address any concerns or identify areas for improvement. However, failure to correct or engage in meeting these requirements may result in the termination of the business relationship.

We deeply value the relationships we build with our supply partners and firmly believe that adherence to this Supplier Code of Conduct will foster a workplace culture of safety, ethics, and social responsibility that benefits all stakeholders. Timely communication of concerns or issues will enable us to proactively make necessary corrections and implement preventive measures, ensuring continuous growth and improvement in our collective journey towards sustainability and success.

*Updated: August 2023*

**E-mail:** Contact our Ethics and Compliance Office at [Contact@EnviroServe.com](mailto:Contact@EnviroServe.com).

**Regular mail:** Address your concerns to: EnviroServe Inc. Attn: Ethics and Compliance, 9815 S. Monroe Street, Sandy, UT 84070

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