



## Supplier Code of Conduct

At the Lauridsen Group (LGI), we recognize the importance of upholding the highest standards of ethical conduct, responsibility, and sustainability in all aspects of our business. We are committed to the responsible sourcing of goods and services, by fostering a culture of integrity and transparency throughout our supply chain. This Supplier Code of Conduct outlines the principles and expectations that LGI requires our suppliers to adhere to.

### Legal Compliance

- Suppliers must comply with all applicable laws, regulations, and industry standards in the countries where they operate, including but not limited to those related to labor, health, safety, and environmental protection.

### Business Ethics

- Suppliers must conduct their business with honesty, integrity, and fairness. Bribery, corruption, fraud, or any other form of unethical behavior will not be tolerated.
- Suppliers must respect human rights and refrain from any form of discrimination, harassment, or abuse in the workplace.
- Suppliers must maintain accurate records and provide truthful information to LGI upon request.
- Suppliers must uphold fundamental labor rights, including the right to freedom of association and the prohibition of forced labor and child labor.

### Child Labor

- Suppliers must not permit the use of child labor. Local, state, and federal labor laws and minimum age requirements for employment must be followed.
- Where children under the age of 18 are employed, suppliers must ensure their work is not harmful to their health and will not impact the children's development.

### Forced Labor and Human Trafficking

- Just as our employees are employed with LGI of their own free will, we expect our suppliers to be against forced labor of any kind (i.e., forced, trafficked, bonded, indentured, or involuntary prison labor).
- Suppliers must not restrict worker's freedom of movement, require workers to remain at the workplace at the conclusion of their working hours nor confine them in any involuntary worker accommodation.
- Suppliers must ensure that all employees have the legal right to work, including any migrant or temporary workers. Supplier must ensure that all employees, including migrant employees, are free from discrimination.
- Suppliers must provide fair wages, reasonable working hours, and safe working conditions for all employees.

## **Environmental Responsibility**

- Suppliers shall respect the rights to land tenure of local communities and Indigenous peoples impacted by its operations, and will adhere to the principle of Free, Prior, and Informed Consent.
- Suppliers must minimize their environmental impact by being good stewards of natural resources, implementing sustainable practices, reducing waste, and minimizing pollution.
- Suppliers must comply with all applicable environmental laws and regulations and strive for continuous improvement in environmental performance.
- LGI recognizes the right to water and encourages suppliers to implement practices to ensure good water stewardship. This includes optimizing the use of water onsite, employing adequate wastewater or effluent controls to protect the surrounding environment, and ensuring withdrawals do not adversely impact the needs of local communities and other water users.

## **Supply Chain Responsibility**

- Suppliers must promote responsible sourcing practices throughout their supply chain, including but not limited to ethical sourcing, and sustainable farming practices.
- Suppliers must communicate this Supplier Code of Conduct to their subcontractors, suppliers, and other relevant parties and ensure their compliance.

## **Continuous Improvement**

- Suppliers are encouraged to seek opportunities for continuous improvement in their operations, processes, and sustainability practices.
- Suppliers must promptly address any deficiencies identified in their compliance with this Supplier Code of Conduct and take corrective actions to prevent recurrence.

## **Compliance and Enforcement**

Failure to comply with this Supplier Code of Conduct may result in corrective actions, including but not limited to termination of the supplier relationship. LGI reserves the right to assess supplier compliance through audits, assessments, and other means deemed necessary.