

Southern Champion Tray Supplier Code of Conduct

This Code of Conduct applies to all direct material suppliers who do business with Southern Champion Tray (SCT). We use this Code of Conduct to help us select suppliers whose business practices are consistent with our values and goals. This Code of Conduct supplements, but does not supersede the supplier's obligations under any agreement with us.

Supplier Commitments: Each supplier must comply with the following requirements relative to all laws, rules, and regulations that apply to its manufacturing facilities or operations.

- a. **Employee Relationship:** Employers shall adopt and adhere to rules and conditions of employment that respect workers and, at a minimum, safeguard their rights under national and international labor and social security laws and regulations.
- b. **Nondiscrimination:** No person shall be subject to any discrimination in employment, including hiring, compensation, advancement, discipline, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, social group or ethnic origin.
- c. **Harassment or Abuse:** Every employee shall be treated with respect and dignity. No employee shall be subject to any physical, sexual, psychological or verbal harassment or abuse.
- d. **Forced Labor:** There shall be no use of forced labor, including prison labor, indentured labor, bonded labor or other forms of forced labor.
- e. **Child Labor:** No person shall be employed under the age of 15 or under the age for completion of compulsory education, whichever is higher.
- f. **Freedom of Association and Collective Bargaining:** Employers shall recognize and respect the right of employees to freedom of association and collective bargaining.
- g. **Health, Safety and Environment:** Employers shall provide a safe and healthy workplace setting to prevent accidents and injury to health arising out of, linked with, or occurring in the course of work or as a result of the operation of employers' facilities. Employers shall adopt responsible measures to mitigate negative impacts that the workplace has on the environment.
- h. **Hours of Work:** Employers shall not require workers to work more than the regular and overtime hours allowed by the law of the country where the workers are employed. The regular work week shall not exceed 48 hours. Employers shall allow workers at least 24 consecutive hours of rest in every seven-day period. All overtime work shall be consensual. Employers shall not request overtime on a regular basis and shall compensate all overtime work at a premium rate. Other than in exceptional circumstances, the sum of regular and overtime hours in a week shall not exceed 60 hours.
- i. **Compensation:** Every worker has a right to compensation for a regular work week that is sufficient to meet the worker's basic needs and provide some discretionary income. Employers shall pay at least the minimum wage or the appropriate prevailing wage, whichever is higher, comply with all legal requirements on wages, and provide any fringe benefits required by law or contract. Where compensation does not meet workers' basic needs and provide some discretionary income, each employer shall work with the FLA to take appropriate actions that seek to progressively realize a level of compensation that does.

Access to Supplier Facilities: The supplier will permit SCT and any contractor of the foregoing, to inspect the supplier's facilities and records that relate to products or services supplied to SCT. In general, the

parties will agree in advance on a date and time for the inspection. However, if SCT determines that immediate, unannounced access to facilities or records is warranted, the supplier will grant such access.

Subcontractors: This Code of Conduct applies equally to the supplier's subcontractors. The supplier is responsible for its subcontractors' compliance with this Code of Conduct. The supplier will fully cooperate in any request by SCT to inspect such subcontractors' operations.

Violations: Violation of this Code of Conduct may result in, among other consequences, suspension or cancellation of orders or termination of the business relationship.

Supplier's Acknowledgement of Southern Champion Tray's Code of Conduct

Supplier has received and read the document titled, Southern Champion Tray Supplier Code of Conduct. By Supplier's signature below, Supplier acknowledges, accepts and agrees to comply with SCT's standards regarding its Code of Conduct set forth in the above-referenced document. Further, Supplier understands that any violation of SCT's standards set forth in the above-referenced document may result in the termination of SCT's business relationship with Supplier, including any master supply agreement and purchase orders, without any liability to SCT for termination under such contracts. Further, Supplier agrees to indemnify, defend and hold harmless SCT, as to any claim asserted against SCT, for any liability arising out of violations of human trafficking or slavery laws, as a result of any acts by Supplier or its representatives or agents. Supplier agrees that SCT retains the right to conduct audits of Supplier to evaluate Supplier's compliance with SCT's Code of Conduct.

Name of Supplier's Representative

Signature of Supplier's Representative

Name of Supplier

Location of Supplier

Date