

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. Where this Code of Conduct requires the supplier to meet a higher standard than set out by law or regulation, the supplier shall meet such higher standard.

Supplier Commitments: Each supplier must comply with the following requirements:

- a. **General Principle:** The supplier shall comply with all laws, rules and regulations that apply to its facilities or operations.
- b. **Employee Relationship:** The supplier 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.
- c. **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.
- d. **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.
- e. **Forced Labor:** There shall be no use of forced labor, including prison labor, indentured labor, bonded labor or other forms of forced labor. The supplier shall not retain workers' identity documents or require deposits as a condition of employment. The supplier shall not support or engage in human trafficking in any part of its supply chain. The materials incorporated into the supplier's products shall comply with the laws regarding slavery and human trafficking of the countries in which the supplier does business.
- f. **Child Labor:** No person shall be employed under the age of 15 or under the age for completion of compulsory education, whichever is higher.
- g. **Freedom of Association and Collective Bargaining:** The supplier shall recognize and respect the right of employees to freedom of association and collective bargaining.
- h. **Health, Safety and Environment:** The supplier shall provide a safe and healthy workplace to prevent accidents and injury arising out of, linked with, or occurring in the course of work or as a result of the operation of the supplier's facilities. The supplier shall adopt responsible measures to mitigate negative impacts that the workplace has on the environment.
- i. **Hours of Work:** The supplier 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, with at least 24 consecutive hours of rest in every seven-day period. All overtime work shall be consensual. The supplier 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.
- j. **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. The supplier 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.

- k. **Anti-Bribery and Anti-Corruption:** The supplier shall not offer, promise, give, or accept bribes, kickbacks, or other improper payments or gifts to influence business decisions, and shall comply with the U.S. Foreign Corrupt Practices Act and applicable anti-corruption laws in all countries where it does business.

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.

Supplier understands that any violation of SCT's Code of Conduct may result in the immediate termination of SCT's business relationship with Supplier, including any master supply agreement or purchase orders, without liability to SCT for termination under such contracts.

Supplier agrees to indemnify, defend and hold harmless SCT against any claim or liability arising out of violations of SCT's Code of Conduct resulting from 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.

The undersigned certifies that he or she is authorized to execute this certification on behalf of Supplier and that the statements contained herein are true, complete, and accurate to the best of his or her knowledge after reasonable inquiry.

Supplier Name:

Authorized Representative:

Title:

Signature:

Date:
