



Supplier Code of Conduct

Our mission at TEAM Industries is to be an integrated, engineering-driven, design and manufacturing company which provides innovative solutions that will satisfy our customers' needs. We do this by ensuring a trustworthy and ethical environment throughout our company and our entire supply chain. TEAM selects business partners who follow workplace standards and business practices that are consistent with our company's values and are applied to every supplier at a global level.

Global Code of Conduct

- **General Principle:** Suppliers' plants shall operate in full compliance with the laws of their respective countries with all other applicable laws, rules, and regulations.
- **Environment:** Suppliers' plants must comply with all applicable environmental laws and regulations.
- **Child Labor:** Suppliers shall employ only workers who meet the applicable minimum legal age requirement. Suppliers must also comply with all other applicable child labor laws.
- **Forced Labor:** Suppliers shall not use any prison, indentured, or forced labor.
- **Wages and Hours:** Suppliers' plants shall set working hours, wages and overtime pay in compliance with all applicable laws. Workers shall be paid at least the minimum legal wage or a wage that meets local industry standards, whichever is greater.
- **Discrimination:** Suppliers shall employ workers based on their ability to do the job, not based on their personal characteristics or beliefs (including race, color, gender, nationality, religion, age, maternity, or marital status).
- **Freedom of Association:** Suppliers' workers are free to join associations of their own choosing and have the freedom of collective bargaining where the local law confers such rights.
- **Gift and Gratuity Policy:** The offering or acceptance of kickbacks, bribes and other illegal payments subverts the very essence of competition and erodes the moral fiber of those involved. These include gratuities (i.e., anything of value) offered to governmental officials or employees. Such activities are not condoned and will not be tolerated. **TEAM prohibits the offer or acceptance of gifts or gratuities that the recipient likely would consider to be of substantial value. Any supplier that violates this policy risks immediate loss of all existing and future TEAM business.**

Compliance Monitoring

The supplier will allow TEAM Industries and/or any of its representatives or agents unrestricted access to its facilities and all relevant records, whether or not notice is provided in advance. TEAM will continue to develop monitoring systems to assess and ensure compliance.

Subcontractors

This code applies to any subcontractor(s) to the supplier, and it is the responsibility of the supplier to ensure compliance by any such subcontractor(s). TEAM reserves the right to approve all subcontractors.

Violation

If the supplier does not comply with this Global Sourcing Supplier Code of Conduct, TEAM requires that the supplier implement a corrective action plan to cure the noncompliance within a specified time period (furnished by TEAM in writing). If the supplier fails to meet the corrective action plan commitment, TEAM will terminate the business relationship, including suspending placement of future orders and potentially terminating current production. TEAM has the right to hold supplier responsible for any costs of investigating noncompliance. In the event of a violation to the Gift and Gratuity Policy, the penalty will be as stated – Supplier risks immediate loss of all existing and future TEAM business.

TEAM D-8.4-01 REV A

DRIVING INNOVATION EST. 1967

ANDREWS AUDUBON BAGLEY CAMBRIDGE DETROIT LAKES PARK RAPIDS RAMOS, MX