

Teel Plastics' mission is to make products that matter and make lives better. Part of pursuing our mission is adherence to ethical, environmental, and legal standards on behalf of Teel and within our supply chain. We cannot live up to our mission without considering our actions in doing business and the actions of suppliers we choose to do business with. Teel internally lives by these principles in order to do business in a way that makes lives better. Following through on our commitment within our supply chain requires clear communication of expectations and transparency when there are issues. Supply chain requirements can be broken down into three broad areas: **Ethical Requirements**, **Environmental Stewardship**, and **Employment Practices**.

Ethical Requirements

We act with integrity. We are committed to ensuring our business is conducted in accordance with rigorous ethical and professional standards. We comply with all laws and regulations covering our business operations, and we expect our suppliers to do the same. This includes, at a minimum:

- Forbidding all types of bribery, kickbacks, and corruption, whether covered by the Foreign Corrupt Practices Act or similar domestic laws.
- Having financial controls in place to prevent money laundering, fraud, impermissible payments, or kickbacks for sales or contract awards.
- Avoiding situations of undue influence or situations that create the appearance of impropriety with respect to business dealings with Teel or Teel's suppliers.
- Policies against collusion, price fixing, or monopolistic activity between competitive companies.
- Requiring all employees follow confidentiality requirements and respect intellectual property rights, including trade secrets, of Teel and third parties.

Environmental Stewardship

We believe in using resources efficiently, using energy-efficient technologies, and taking responsible steps to reduce electricity and water usage and the waste generated from our manufacturing operations. This includes investment in efficient technologies and reducing scrap and consumption of materials. We believe companies in our supply chain must:

- Follow all environmental laws governing business operations, including laws around permitting, water management, emissions, and waste disposal.
- Comply with all permit conditions for operations and emissions from manufacturing operations and waste disposal.
- Maintain control of waste to prevent it from being released to the environment or ending up in unintended locations.
- Look for smart ways to reduce the environmental impact of operations that don't impact the long term viability of the supply chain.

Employment Practices

We treat our workforce fairly and with respect. We provide them with a safe, clean working environment and necessary equipment to keep themselves safe when on the job. We do not tolerate discrimination, harassment, forced labor, child labor, or corporal punishment. We expect all laws regarding minimum wage, overtime, working conditions, and employee safety be followed. Minimum requirements for employee interaction at all suppliers include:

- Written policies prohibiting discrimination and harassment in the workplace.
- Practices preventing forced labor, child labor, and corporal punishment.
- Working conditions and equipment meeting OSHA safety guidelines, or similar guidelines in foreign jurisdictions, but no less than basic safety requirements.
- Methods to allow reporting of suspected violations of these guidelines that do not subject an employee to harassment, discipline, termination, or other retaliation.
- Evidence the company follows employee policies governing conduct.

Teel recognizes there are different means to accomplish the goal of our Code of Conduct that may vary from company to company and industry to industry. The objective is adherence to its essence through positive action, not rote compliance with the clauses included. While we do not require our suppliers certify strict adherence to our Code of Conduct, we do require they state compliance with its tenants or with the tenants of a similar code of conduct or have compliant business practices. We also reserve the right to terminate our business relationship with companies that are found willfully in violation of its requirements.

If you become aware of, or suspect, violations of this Code of Conduct, we encourage you to discuss these concerns with Teel's Compliance Officer. Their contact information is below.

Teel Compliance Officer:

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