



Supplier Code of Conduct



INTRODUCTION

TSE Industries, Inc was built on one simple value that has withstood the test of time – treat customers and employees the same way we want to be treated. This holds true for our employees, customers, partners, suppliers, and anyone we have had the pleasure of interacting with. Our management team and employees take great pride in the quality services we provide.

We are committed to the highest standards in ethics, economic and social responsibility, and corporate sustainability. We respect and safeguard the intellectual property of our customers and value the trust they place in us.

We want to collaborate with suppliers that hold the same values and expectations in their supply chain. All TSE Industries, Inc. suppliers are expected to comply with applicable laws and hold the same set of standards and accountability as defined in this document. The TSE Industries, Inc. Supplier Code of Conduct outlines the guidelines and requirements expected from each supplier to TSE Industries, Inc. Additionally, the expectation is that suppliers implement these same standards within their own supply chain.

Thank you for your collaboration.

A blue ink signature of Rick Klingel, consisting of a large, stylized 'R' followed by a series of loops and a long horizontal stroke.

Rick Klingel
President

A blue ink signature of Diana Erickson, written in a cursive style with a long, sweeping horizontal line at the end.

Diana Erickson
Director of Purchasing

SUPPLIER REQUIREMENTS

Labor and Human Rights

- The supplier prohibits and does not take part in human rights violations including forced slavery, child labor, or human trafficking. International and local laws on this subject are followed.
- Employees will be treated with respect and the company will foster an environment of inclusivity. Harassment of any kind will not be tolerated, and the safety of the employees is the utmost consideration.
- All local wage and working hour regulations are followed.
- Supplier has a Conflict Minerals policy in place to avoid benefiting groups which are perpetuating human rights abuses.

Environment

- Supplier is required to meet all local health, safety, environmental, and regulatory laws.
- Supplier proactively manages waste, air emissions, water consumption, and initiates recycling efforts to reduce impact on the environment.
- The Supplier protects their employees and general public against the hazards inherent in the processes used to produce their products.

Ethics and Anti-Corruption

- Supplier has an anti-bribery, corruption, and money laundering policy. Additionally, the supplier does not accept gifts, kickbacks, or favors in exchange for favorable treatment from their customers.
- The supplier does not engage in any price fixing or collusion with competitors.
- The supplier respects and has processes in place to protect the confidential information of their customers and takes efforts to protect intellectual property.



Transparency:

- If the supplier has any concerns about improper conduct or any violations of the above standards, they are encouraged to report them to:
<https://tse.ethicaladvocate.com>

The Supplier may either acknowledge their commitment to above stated standards and expectations or alternatively may provide a copy of their own Supplier Code of Conduct.

Supplier Acknowledgement of TSE Industries, Inc Supplier Code of Conduct:

Company Name: _____

Company Address: _____

Signature: _____

Name (Print): _____

Title: _____