



miller-stephenson chemical company, inc.

Innovative Chemical Solutions Since 1955

Supplier Code of Conduct

1.0 Introduction

This Supplier Code of Conduct ("Code") sets forth the expectations that Miller-Stephenson Chemical Inc. has for all of its suppliers, vendors, and business partners ("Suppliers"). By doing business with us, Suppliers agree to adhere to all principles and standards outlined in this document. We are committed to conducting our business with the highest ethical standards, and we expect our Suppliers to do the same.

2.0 Legal and Regulatory Compliance

Suppliers must comply with all national and local laws and regulations applicable to their business operations. This includes, but is not limited to, laws concerning labor, health, safety, environmental protection, business ethics, and data privacy.

- **Federal Contract Flow-Down:** To the extent Suppliers furnish supplies or services in connection with Miller-Stephenson Chemical Inc.'s performance of a U.S. Government prime contract or subcontract, Suppliers must comply with all applicable Federal Acquisition Regulation (FAR) flow-down clauses, and must further flow down such clauses to their own subcontractors and vendors at any tier where required by applicable regulation.
- **Federal DEI Nondiscrimination:** Where FAR 52.222-90 (Addressing DEI Discrimination by Federal Contractors), or its successor clause, applies to the underlying prime contract, Suppliers will not engage in any racially discriminatory DEI activities in recruitment, employment, contracting, program participation, or the allocation of resources, and will furnish information, reports, and reasonable access to books, records, and accounts sufficient to verify compliance upon request.

3.0 Labor and Human Rights

We expect our Suppliers to uphold the human rights of workers and treat them with dignity and respect.

- **Freely Chosen Employment:** All work must be voluntary. Forced, bonded, indentured, or involuntary prison labor is prohibited. Suppliers must not use physical or mental coercion, slavery, or human trafficking.
- **Child Labor:** Suppliers must not use child labor. The minimum age for employment shall not be less than the minimum legal age or 15 years old, whichever is higher.
- **Wages and Hours:** Suppliers must compensate workers fairly and comply with all applicable laws and regulations on wages, working hours, and overtime.
- **Non-Discrimination and Harassment:** A workplace free from discrimination and harassment is mandatory. Suppliers must not discriminate based on race, color, age, gender, sexual orientation, disability, ethnicity, religion, or any other legally protected characteristic.
- **Freedom of Association:** Suppliers must respect the right of workers to form or join unions and bargain collectively in accordance with local laws.

4.0 Health and Safety

Suppliers must provide a safe and healthy working environment for all employees to prevent accidents, injuries, and health issues.

- **Hazard Control:** All workplace hazards must be identified, evaluated, and controlled to protect workers.
- **Emergency Preparedness:** Suppliers must have emergency procedures and response plans in place to prepare for and address potential incidents.
- **Training:** Employees must be properly trained to perform their jobs safely.

5.0 Environmental Protection

Suppliers are expected to minimize their environmental footprint and promote sustainable practices.

- **Resource Efficiency:** Suppliers should work to reduce resource consumption, including energy and water.

- **Waste Management:** Waste should be responsibly managed, and hazardous substances must be handled according to legal requirements.
- **Emissions:** Suppliers must monitor and control air emissions and work to reduce greenhouse gas emissions.
- **Environmental Permits:** All required environmental permits and registrations must be obtained and maintained.

6.0 Business Ethics and Integrity

Suppliers must conduct all business dealings with transparency and integrity.

- **Anti-Corruption:** Bribery, kickbacks, and other corrupt practices are strictly prohibited.
- **Fair Competition:** Suppliers must conduct their business in a manner that promotes fair competition and must not engage in anti-trust activities.
- **Conflict of Interest:** Any business or personal relationships that could influence business decisions with Miller-Stephenson Chemical Inc. must be disclosed.
- **Confidentiality and Data Privacy:** Suppliers must protect the confidential and proprietary information of Miller-Stephenson Chemical Inc., its customers, and its partners. All data privacy laws must be respected.
- **Intellectual Property:** Suppliers must respect the intellectual property rights of Miller-Stephenson Chemical Inc. and third parties.

7.0 Management Systems

Suppliers are expected to implement effective management systems to ensure compliance with this Code.

- **Management Commitment:** Suppliers must have management systems in place that facilitate compliance, monitoring, and continuous improvement.
- **Communication and Training:** The principles of this Code must be communicated to all relevant employees, and training should be provided as necessary.

8.0 Reporting and Non-Compliance

Suppliers must have a process for their employees to report grievances or violations of

this Code without fear of retaliation. Non-compliance with this Code may result in a review of the business relationship and, if not remediated, potential termination of contracts.

9.0 Supplier Acknowledgment

By accepting a purchase order or entering into a contract with Miller-Stephenson Chemical Inc., the Supplier acknowledges and agrees to abide by this Code.