



Atlantic Corporation of Wilmington Supplier Code of Conduct

VISION AND MISSION

Atlantic Corporation of Wilmington, Inc. is a company driven by our Mission and our Values. Our Mission is to exceed our customers' expectations in the performance of our products, the reliability of our service and the integrity of our commitments. Our Values, namely integrity, accountability, passion, humility, simplicity, and results, are based on the legacy established by our founder, W. Horace Carter. Our Mission ensures we focus on our customers and our Values ensure our actions are legal, ethical and responsible.

Our business philosophy, which is deeply rooted in our values, requires that we work only with suppliers who consistently meet our standards and specifications, support our mission and are committed to values of conduct that are compatible with our own.

This Code reflects the standards and business practices we expect from each our Suppliers. We reserve the right to terminate any agreement or business relationship in which a Supplier does not comply with this Supplier Code.

ATLANTIC'S EXPECTATIONS FOR SUPPLIERS

■ **BUSINESS INTEGRITY**

- **Legal Compliance:** Comply with all applicable laws, regulations and standards.
- **Bribery & Corruption:** Do not, directly or through others, offer, promise, give or accept any form of payment or incentive to gain an improper business advantage.
- **Conflicts of Interest:** Disclose any personal relationships held between your employees and our employees or elected officials in jurisdictions in which we operate.
- **Business Gifts:** Only business gifts of nominal value, including modest refreshments, business meals and entertainment, are acceptable if infrequent with no appearance of impropriety. Cash or cash equivalents are never appropriate.
- **Fair Competition:** Do not engage in illegal cooperation with competitors including bid rigging, price fixing, market allocations or any other prohibited conduct that limits free and fair competition.
- **Confidential Information:** Secure our company's private and confidential information in your possession, use it per our instructions and safeguard it from unapproved or unintended disclosure. This obligation continues after our business relationship ends.

■ **QUALITY, HEALTH & SAFETY**

- **Product Quality and Safety:** Provide Atlantic with high-quality products and services that meet our specifications and all applicable quality and safety standards, including food-safety where applicable.
- **Work Environment:** Provide all employees with safe working conditions including potable drinking water, adequate sanitation, safety equipment essential for their duties, suitable facilities for women's health needs, protection from exposure to toxic or harmful chemicals, structurally sound facilities with safe and unrestricted ingress and egress, etc. This applies to living space if provided.
- **Employee Safety:** Provide written health and safety information in the primary language used by the workers, appropriate personal protection equipment, adequate training on safety and emergency evacuation procedures, and access to first aid, medical facilities, fire exits and firefighting and safety equipment. Document, investigate and report to appropriate authorities any incidents which result in injury to an employee beyond first aid.

■ LABOR STANDARDS

- **Human Rights:** Treat all employees with respect and dignity, with no physical, sexual, psychological or verbal harassment, abuse or other form of intimidation.
- **Involuntary Labor:** Do not use or facilitate any type of involuntary labor.
- **Child Labor:** Employees must not be younger than the minimum employment age established by the respective country or local jurisdiction.
- **Fair Wage and Working Time:** Provide employees with reasonable working hours and fair compensation in compliance with all applicable wage and hours laws, rules and regulations.
- **Discrimination:** Make employment decisions including hiring, pay, benefits, advancement and termination without regard to age, race, color, religion, disability or handicap, gender, national origin, genetic information, armed forces service status, sexual orientation or other legally protected status.
- **Right to Organize:** Respect the rights of employees to freely associate, organize and bargain collectively, where allowed by law.

■ ENVIRONMENT

- **Environmental Permits and Reporting:** Obtain, maintain, and keep current all legally required environmental permits, approvals, and registrations. Diligently follow all ongoing operational and reporting obligations mandated by law.
 - **Pollution Prevention and Resource Reduction:** Minimize or eliminate emissions and discharges of pollutants, as well as waste generation at the source, using pollution control equipment or by modifying production, maintenance, and facility processes.
 - **Circular Economy:** Conservation of natural resources, including water, fossil fuels, minerals, and forest products, is essential. Achieve this through materials substitution, reuse, conservation, recycling, or other sustainable practices. Embrace circular economy principles, ensuring that materials remain in the economy as long as possible to provide ongoing value. This can be achieved by designing products and components for longer life and recyclability.
 - **Hazardous Substances:** Identify, label, and manage hazardous chemicals, waste, and other materials to ensure their safe handling, movement, storage, use, recycling or reuse, and disposal, thereby minimizing risks to humans and the environment.
 - **Solid Waste:** Implement a systematic approach to identify, manage, reduce, and responsibly dispose of or recycle solid waste.
 - **Air Emissions:** Characterize, routinely monitor, control, and treat air emissions, including volatile organic compounds (VOCs), aerosols, corrosives, particulate matter, ozone-depleting substances, and combustion byproducts as required before discharge. Manage ozone-depleting substances in accordance with the Montreal Protocol and applicable regulations, and routinely monitor the performance of your emission control systems.
 - **Material Restrictions:** Comply with all applicable laws, regulations, and customer requirements regarding the prohibition or restriction of specific substances in products and manufacturing, including proper labeling for recycling and disposal.
 - **Energy Consumption and Greenhouse Gas Emissions:** Establish a company-wide greenhouse gas reduction goal. Track, document, and publicly report all relevant Scope 1 and Scope 2 greenhouse gas emissions against these goals. Continuously seek methods to improve energy efficiency and reduce energy consumption.
 - **Science-Based Targets for Greenhouse Gas Emissions:** Set greenhouse gas emission reduction targets in line with the Paris Agreement, as approved by the Science-Based Targets initiative (SBTi). These targets should reflect the latest climate science, aiming to limit global warming to well below 2°C above pre-industrial levels, while striving to limit warming to 1.5°C.
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