

Supplier Code of Conduct

Inline Plastics is committed to conducting business in an ethical and responsible manner. This Supplier Code of Conduct (“Code”) outlines the standards that must be adhered to by all Inline suppliers and their subcontractors.

1. Legal Standards

Inline Plastics expects suppliers to be fully compliant with the laws and regulations in all jurisdictions in which we do business, including those relating to labor, worker health and safety, trade controls, antitrust and environmental standards.

2. Labor Practices

Suppliers must respect the rights of workers and provide fair working conditions.

- **Voluntary Labor:** All workers must be employed or engaged on a voluntary basis. Suppliers must ensure that no forced, bonded, indentured or involuntary labor is used in any form. Suppliers must implement hiring practices to verify workers’ age. The use of child labor is prohibited.
- **Wages and Benefits:** Suppliers must provide fair wages and benefits, ensuring that compensation meets legal minimum wage, overtime and hours worked requirements.
- **Health and Safety:** Suppliers must provide a safe and healthy workplace. Suppliers are expected to identify and mitigate risks to workers, provide safety training and maintain good housekeeping practices.
- **Discrimination:** Inline Plastics is proud to be an Equal Opportunity Employer. Suppliers must not discriminate in hiring and employment practices and comply with all laws prohibiting discrimination on the basis of race, religion, national origin, age, gender, sexual orientation, disability or any other protected status.
- **Freedom of Association:** Suppliers must respect workers' rights to associate freely, join labor unions and engage in collective bargaining.

3. Business Conduct

Suppliers must conduct business in accordance with ethical standards and honest business practices.

- **Anti-Corruption:** Suppliers must comply with the anti-corruption and money laundering laws of the countries where they do business, including the U.S. Foreign Corrupt Practices Act and the Canadian Corruption of Foreign Public Officials Act. Inline Plastics prohibits suppliers from engaging in any form of bribery, corruption or unethical practices.
- **Confidentiality:** Suppliers are prohibited from disclosing or using Inline Plastics' information without written consent. Suppliers must safeguard Inline Plastics' information to which they have access in order to maintain its confidentiality.
- **Product Quality and Safety:** Suppliers must maintain compliance with Inline's quality policies and all applicable food safety laws and regulations. Suppliers are required to inform Inline of any potential issues with product quality or safety as soon as possible.

4. Environmental Impact

Suppliers must conduct their operations in an environmentally responsible manner and comply with all applicable environmental laws and regulations. Suppliers are expected to continuously evaluate and improve their environmental practices.

5. Compliance

As a condition of doing business with Inline Plastics, Suppliers must comply with this Code. Inline may conduct reasonable audits to verify Suppliers' compliance, which may require inspection of facilities, documentation and records. In the event of non-compliance with this Code, Inline Plastics reserves the right to demand corrective actions and terminate the business relationship.

Contact Information For questions or to report a concern regarding this Code, please email Inline Plastics at compliance@inlineplastics.com.

Last Update: January 1, 2025