

## Supplier Code of Conduct

HPG's business practices have been governed by integrity, honesty, fair trade, and are in full compliance with all applicable laws. We expect all suppliers to comply with all national, state, and local laws and regulations, industry minimum standards and UN Conventions, and any other relevant statutory requirements whichever are more stringent that pertain to safety, employment, and manufacturing.

### 1. Fair Labor and Compensation

#### 1.1. No Child Labor

Suppliers will not employ people under the age of 15, or the minimum age for the completion of compulsory education, or the minimum age of employment required by law in the country of manufacture, whichever is higher.

#### 1.2. No Forced Labor

Suppliers will not, under any circumstances, utilize slave labor, forced labor, including prison labor, indentured labor, bonded labor, or other forms of forced labor. This extends to all third-party suppliers or authorized subcontractors in the supply chain.

#### 1.3. Wages, Hours, and Benefits

All suppliers and their associated suppliers must comply with all applicable laws regulating wages, working hours, overtime, and benefits in their countries of operation. Workers are to be paid at least the minimum wage or at least the local industry standard whichever is greater.

#### 1.4. Labor Contract

To every extent possible, work performed must be covered by a recognized employment relationship established through applicable laws and practices. Obligations and benefits from regular employment relationship shall not be avoided by using subcontracting or home-working arrangements, or through apprenticeship schemes where there is no real intent provide regular employment, nor shall any such obligations be avoided through the excessive use of fixed-term contracts of employment.

### 2. Worker Treatment Rights

#### 2.1. Non-Discrimination

No worker shall be subject to any discrimination in employment, including hiring, compensation, advancement, discipline, termination, or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, social group or ethnic origin.

#### 2.2. Harassment or Abuse

Every worker shall be treated with respect and dignity. No worker shall be subject to any physical, sexual, psychological, or verbal harassment or abuse.

#### 2.3. Worker Health and Safety

Suppliers shall provide clean, healthy, and safe environments for their workers that meet or



exceed legal standards. Suppliers shall provide workers with adequate and appropriate personal protective equipment to protect workers against hazards typically encountered in the scope of work.

#### **2.4. Freedom of Association**

Suppliers shall respect the rights of workers to associate or not to associate with any group, as permitted by and in accordance with all applicable laws and regulations.

### **3. Transparency and Continuous Improvement**

#### **3.1. Environmental Conservation**

Suppliers are responsible for measuring and minimizing the environmental impact of their facilities. Suppliers must strive to reduce environmental impact and increase efficiency by adopting eco-friendly resources and manufacturing techniques. Over time, HPG expects suppliers to establish targets and be transparent in their progress toward improvement.

#### **3.2. Audit**

HPG reserves the right to request a social audit report by an accredited third-party auditor every 24 months or random audit in the form of facility visits or questionnaire. All violations are expected to be corrected or result in a change in business relationship.

#### **3.3. Commitment to Continuous Improvement**

Suppliers are expected advocate for sustainable and ethical standards throughout their supply chain and demonstrate a commitment to continuous improvement in the areas of social and environmental accountability, product quality and safety, and compliance to applicable laws.

#### **3.4. Anti-corruption and Bribery**

Suppliers are required to operate their business in alignment with the utmost ethical standards, ensuring strict adherence to all laws and regulations regarding bribery, corruption, and prohibited business practices.

#### **3.5. Additional Standards**

In addition to complying with this Code, suppliers (including but not limited to employees, personnel, agents, and subcontractors) are responsible for complying with the HPG Supplier Handbook and Terms and Conditions.

*I hereby confirm in writing that we are in compliance with the above referenced Code of Conduct as well as other standards and regulations both voluntary and required by law.*

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Company Name

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Signature

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Date:

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Printed Name:

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Title:

