



SUPPLIER CODE OF CONDUCT

General Responsibilities:

Suppliers are expected to do what is necessary to comply with this code without delay. Suppliers are expected to be familiar with the business practices of their suppliers and sub-contractors and ensure they operate within the guidelines of this code. Failure to comply with this code may result in the discontinuance of business relationships.

KEY EXPECTATIONS

Child Labor

Nu-Tech Roll Forming will not engage in or support the use of child labor. Suppliers are expected to comply with applicable local child labor laws and employ only workers who meet the applicable minimum legal age requirement for their location. In the absence of local law, suppliers shall not employ children under the age of 14.

Forced Labor

Nu-Tech Roll Forming will not engage in or support the use of forced or involuntary labor. Nu-Tech Roll Forming will not purchase material or services from a supplier utilizing forced or involuntary labor.

Compensation and Working Hours

Nu-Tech Roll Forming pays employees a competitive wage. Suppliers are expected to comply with all applicable wage and hour labor laws and regulations governing employee compensation and working hours.

Discrimination

Nu-Tech Roll Forming supports diversity and equal opportunity in employment. Unlawful discrimination in the workplace is not tolerated. Suppliers are expected to comply with all applicable local laws concerning discrimination in hiring and employment practices.

Environment

Nu-Tech Roll Forming respects the environment and conducts its operations in compliance with applicable laws and regulations. Suppliers are expected to conduct their operations in a way that protects the environment. Suppliers are



expected to comply with all applicable environmental laws and regulations in the countries in which they operate.

Health and Safety

Nu-Tech Roll Forming is committed to the safety and health of its employees and conducts its operations in compliance with applicable laws and regulations. Suppliers are expected to provide a safe working environment that supports accident prevention and minimizes exposure to health risks. Suppliers are expected to comply with all applicable safety and health laws and regulations in the countries in which they operate.

Confidential Information

Nu-Tech Roll Forming is dedicated to complying with applicable laws concerning proprietary, confidential and personal information. Suppliers are expected to comply with all applicable laws and regulations governing the protection, use and disclosure of Nu-Tech Roll Forming proprietary, confidential and personal information.

Contact Information

For questions or comments on the Nu-Tech Roll Forming Supplier Code of Conduct, please contact your Supply Management representative or the Manager, Supply Chain Value Assurance at: megan@nutechrollforming.com.