

Supplier Code of Conduct Flex|N|Gate Group

Flex|N|Gate Group companies commit to fostering a responsible and ethical supply chain that upholds human rights, environmental sustainability, and business integrity. This Supplier Code of Conduct (“Code”) sets out our member companies’ standards and expectations for all suppliers, partners, and business associates. Abiding by this Code contributes to a fair, transparent, and responsible business ecosystem for all that impacts society positively, the environment, and the global economy. This Code applies to each stakeholder, at all times and for the duration of our relationship.

We commit to our stakeholders and require from them the following:

1. Incorporating Ethical Business Practices:
 - 1.1. Suppliers will conduct business with uncompromising honesty, transparency, and integrity, avoiding any form of bribery, corruption, or fraudulent activity.
 - 1.2. Fair competition and adherence to applicable laws and regulations are paramount.
2. Advancing Human Rights, Labor Practices, and Diversity:
 - 2.1. Suppliers will ensure the well-being of their employees, upholding their rights to fair wages, safe working conditions, and the right to choose to join associations or unions freely.
 - 2.2. Child and forced labor are strictly prohibited. We vehemently oppose all forms of modern slavery.
 - 2.3. Suppliers will foster an inclusive and diverse workplace, promoting equal opportunities regardless of race, gender, religion, age, disability, nationality, or any other prohibited characteristic.
3. Promoting Gender Rights
 - 3.1. Suppliers will promote gender equality, providing women with equal opportunities for compensation, promotion, professional growth, leadership, and representation.
 - 3.2. Suppliers will uphold and safeguard all gender rights, including but not limited to women's rights such freedom from discrimination and harassment.
4. Acknowledging and Supporting Indigenous and Minority Rights:
 - 4.1. Suppliers will respect and honor the rights and cultures of indigenous peoples and minorities, ensuring equitable treatment and meaningful inclusion.
 - 4.2. Engagement with indigenous communities shall be conducted respectfully and collaboratively, recognizing their unique histories and contributions.
5. Demonstrating Environmental Responsibility:
 - 5.1. Suppliers will prioritize environmentally responsible practices, striving to minimize ecological footprint, promote sustainability, conserve resources, and reduce emissions.
 - 5.2. Strict adherence to environmental laws and regulations is mandatory.

6. Advancing Health and Safety:
 - 6.1. Each supplier will provide a safe and healthy workplace for all employees and visitors, implementing comprehensive safety measures and fostering a culture of well-being.
 - 6.2. Adequate training and emergency protocols must be in place to prevent accidents and injuries.
7. Promoting Supply Chain Responsibilities:
 - 7.1. Suppliers' commitments to ethical practices will extend throughout their supply chains, ensuring that all tiers of suppliers and sub-suppliers uphold standards which are consistent with this Code.
 - 7.2. Suppliers' sourcing and production of materials and products supplied to Flex|N|Gate companies will adhere to social and environmental criteria.
8. Avoiding, Reporting and Resolving Conflicts of Interest:
 - 8.1. Arising out of or relating to their business relationships with Flex|N|Gate companies, Suppliers will avoid conflicting interests and disclose and resolve all potential conflicts promptly.
 - 8.2. Transparent management of conflicts is vital to ensure fair and ethical business interactions.
9. Assuring Data Privacy and Confidentiality:
 - 9.1. Suppliers will handle confidential and personally identifiable information with the utmost care, complying with data protection laws and using information only for authorized purposes.
 - 9.2. Unauthorized use, disclosure, or sharing of confidential information is strictly prohibited.
10. Securing Product Authenticity:
 - 10.1. Suppliers will assure the authenticity and quality of their products, refraining from using counterfeit or unauthorized components.
 - 10.2. Collaborative efforts which prevent the distribution of counterfeit parts are critical for maintaining positive customer relationships, product integrity and consumer safety.
11. Implementing Continuous Improvement:
 - 11.1. We prefer Suppliers who continually monitor, report and enhance their social, environmental, and ethical performance.
 - 11.2. We also prefer Suppliers who collaborate with our companies to identify and implement improvement opportunities and best practices.

Adherence to this Code contributes to and fosters a responsible and sustainable business environment that values human rights, ethical and safe conduct, and environmental stewardship. Flex-N-Gate appreciates all stakeholders' shared commitment to these principles, which directly enhances our shared progress and impact.