

SUPPLIER CODE OF CONDUCT

At Pacific Southwest Container (PSC), our company values of **360° Health, Teamwork, Quality and Sustainability** are deeply embedded into every facet of how we engage with our customers, suppliers, and community. PSC is committed to conducting our business in a responsible and sustainable manner. As part of our commitment to sustainability and ethical business practices, we expect our suppliers to adhere to the highest standards of conduct. This Supplier Code of Conduct (Code) outlines the principles and standards that all suppliers must uphold when conducting business with us.

Compliance with Laws and Regulations:

Suppliers must comply with all applicable laws, regulations, and standards in the countries where they operate. This includes but is not limited to laws relating to labor, environmental protection, health and safety, and business ethics.

Ethical Business Practices:

Suppliers must conduct their business with integrity, honesty, and fairness. They must not engage in bribery, corruption, extortion, or any other unethical practices. Suppliers must also maintain accurate and transparent records of their business activities.

Labor Practices:

Suppliers must respect the rights of workers as set forth in international labor standards, including but not limited to the Universal Declaration of Human Rights and the International Labor Organization's (ILO) Core Conventions. This includes the prohibition of child labor, forced labor, discrimination, and harassment. Suppliers must provide safe and healthy working conditions for their employees and ensure fair wages and benefits.

Environmental Responsibility:

PSC's goal is to do business with partners who serve as good stewards in society and their communities and share our commitment to the environment. Suppliers must minimize the environmental impact of their operations and products. This includes reducing energy consumption, minimizing waste generation, conserving natural resources, and managing chemicals and hazardous materials responsibly. Suppliers must also comply with relevant environmental laws and regulations and strive for continuous improvement in their environmental performance.

Prevent Deforestation and Degradation of Forest

PSC wants to work with suppliers to prevent and mitigate any deforestation or degradation of forests in our supply chain. Suppliers are expected to have concrete mechanisms in place to be able to identify and mitigate risks of deforestation.

Quality and Safety:

Suppliers must ensure the quality and safety of their products and services. This includes adhering to industry standards and best practices, implementing quality control measures, and providing accurate and clear product information to customers. Suppliers must also take appropriate measures to prevent and address product safety issues and recalls promptly.

Supply Chain Responsibility:

Suppliers must promote ethical and responsible practices throughout their supply chains. This includes conducting due diligence to identify and address human rights and environmental risks, ensuring that subcontractors and other business partners adhere to this Code, and fostering transparency and collaboration with stakeholders. PSC reserves the right to ask the supplier to create, at any point in time, a full supply chain map to facilitate the assessment of upstream supply chain visibility and compliance.

Continuous Improvement:

Suppliers must demonstrate a commitment to continuous improvement in all aspects of their business. This includes regularly assessing and improving their performance in relation to this Code, engaging with stakeholders to identify areas for improvement, and implementing corrective actions as necessary.

By adhering to this Code, suppliers can contribute to a more sustainable and ethical supply chain. Pacific Southwest Container is committed to working collaboratively with our suppliers to uphold these principles and achieve our shared goals of responsible business practices and environmental stewardship.

Thank you for your partnership and commitment to these principles.

We the undersigned confirm that:

- We have received and taken due note of the Pacific Southwest Container Supplier Code of Conduct [Code], status as of May 2024
- We are responsible for being aware of all relevant laws and regulations of the country or countries in which our company operates
- We will inform Pacific Southwest Container in case of conflict between provisions of the Code and any applicable laws or regulations in our countries of operation
- We will observe and conform to the Code, including its annexes
- We will communicate as appropriate to our employees, agents, and subcontractors the terms of the Code and ensure that they comply with the provisions therein
- Upon Pacific Southwest Container's request, we will provide all relevant documentation supporting our compliance with the Code provisions

Signature _____

Name _____

Title _____

Name of Company _____

Company Address _____

Date _____

The requirements and expectations set out herein are in addition to, and not in lieu of, any other requirements, standards, regulations, and manuals applicable to the relevant Supplier. They are in no way intended to replace, limit, or supersede any contractual arrangements between the Suppliers and Pacific Southwest Container, but are by their nature intended to supplement any such contractual arrangements.