



Yates Supplier Code of Conduct

Yates is committed to conducting business in an ethical, legal, and socially responsible manner. Yates expects its Suppliers (entities in the business of providing supplies and/or services including subcontractors) to share this same commitment and to follow these Principles of Conduct ("Principles"). These Principles apply to all aspects of Yates' business and encompass manufacturers, distributors, vendors, and suppliers. Suppliers are responsible for compliance with the standards by all vendors, agents, and subcontractors and their respective Facilities to ensure that any suppliers from which they source act in accordance with these Principles as well.

Compliance with Laws is Required: Yates Suppliers must operate their businesses in full compliance with all applicable laws, codes, rules, treaties, and regulations of the countries, provinces, states, regions, and municipalities in which they operate.

Child Labor is not Permitted: Yates will not tolerate the exploitation or use of children as workers by Suppliers. Yates shall not contract with any Supplier that employs individuals younger than the legal minimum age.

Forced, Prison, or Involuntary Labor is not Permitted: Yates will not tolerate the use by Suppliers of forced labor in any form, including compelled, involuntary, slave, prison, indentured, or bonded labor.

Discrimination is not Permitted: Yates will not tolerate discrimination by Suppliers of their workers based on race, color, religion, gender, social and ethnic origin, age, marital status, pregnancy, creed or political belief, disability, sexual orientation, or any other basis prohibited by law.

Harassment is not Permitted: Yates expects its Suppliers to provide a work environment that is free from any form of harassment, including verbal, physical, or sexual harassment. Threats or acts of retaliation, or physical punishment against workers will not be tolerated. At all times, workers shall be treated with respect and dignity.

No Undocumented Workers: Suppliers shall only utilize workers who have a legal right to work.

Compensation (Wages and Benefits): Yates requires that Suppliers compensate employees in compliance with all laws and regulations relating to minimum wages, overtime, employee benefits, maximum hours worked per day, or maximum days worked per week.

Environment: Suppliers shall meet or exceed all environmental standards required by applicable laws, codes, and regulations. Suppliers should, wherever possible, support a precautionary approach to environmental matters and undertake initiatives to promote greater environmental responsibility.

Workplace Safety and Health: Suppliers shall keep the work environment free from recognized hazards and assure compliance with all applicable laws regarding working conditions, including worker health and safety, sanitation, fire safety, risk protection, equipment and facilities maintenance, and electrical, mechanical, and structural safety. Suppliers shall provide workers with adequate and appropriate personal protective equipment to protect workers against hazards typically encountered in the scope of work.

Business Practices: Suppliers shall not engage in bribery, kickbacks, collusive bidding, price fixing, or other unfair trade practices.

Systems and Network Access: Access to Yates systems and data is restricted to only those systems and data that are approved by Yates and necessary to perform the agreed-upon services.

Data Privacy and Confidentiality: Suppliers must comply with applicable privacy and data protection laws and regulations in the respective countries of operation, as well as secure Yates's confidential data and individual personal data and prohibit its unauthorized access or use.