



Supplier Code of Conduct

Policy

World Class Industries requires suppliers and their employees to commit to this code of conduct as a condition of doing business.

- Child Labor
 - In the absence of local law, suppliers may not employ workers under the age of 14.
- Forced Labor
 - Suppliers must not participate in human trafficking, use forced, involuntary, or slave labor; or purchase materials or services from companies using forced, involuntary, or slave labor.
- Compensation and Working Hours
 - Suppliers must comply with applicable wage and hour labor laws and regulations governing employee compensation and working hours.
- Hiring and Employment Practices
 - Suppliers' hiring practices must include verification of workers' legal right to work in the country. Suppliers must prohibit discrimination based on race, color, gender, nationality, age, disability, union membership, maternity, sexual orientation, or marital status.
- Harassment
 - Suppliers must comply with the laws, rules, and regulations of the countries and locations in which they operate. Suppliers must treat all workers with respect and dignity. They may not subject workers to corporal punishment, physical, sexual, psychological, or verbal harassment or abuse.
- Health and Safety
 - Suppliers must provide workers with a safe and healthy work environment. They should take proactive measures that support accident prevention and minimize health risk exposure.
- Environment
 - Suppliers must ensure their operations comply with all laws. Suppliers' products must comply with the World Class Restricted Materials List.