

Code of Basic Working Conditions

SNF, Inc is committed to ensuring that all of our affiliates comply with the Code of Basic Working Conditions detailed below. To advance these principles, we also seek to ensure that any supplier who does business with SNF, Inc. and its subsidiaries adopts this Code of Basic Working Conditions.

Slavery and Human Trafficking – We do not tolerate slavery or human trafficking in any form. All of our suppliers are required to certify that produced materials are manufactured by employees who are free from slavery and human trafficking in our supply chain.

Child Labor – We do not tolerate the use of child labor by our suppliers unless this is part of a government-authorized job training or apprenticeship program that would clearly be beneficial to the persons participating.

Compensation - All of our suppliers are required to certify that they provide compensation and benefits that are competitive and comply with applicable law to their employees.

Forced Labor - We do not tolerate the use of forced labor or physically abusive disciplinary practices in our supply chain, regardless of its form. We require that all of our suppliers comply with the applicable human rights laws in their respective home countries.

Harassment and Discrimination - We do not tolerate harassment or discrimination in any form by our suppliers toward their employees.

Health and Safety - We require our suppliers to provide and maintain a safe and healthy working environment that meets, or exceeds, applicable standards for occupational safety and health in their home country.