



SUPPLIER CODE

6363 College Blvd.; Ste. 400
Overland Park, KS 66211 | USA
20251028-2

Supplier Code

As a proud market leader in North American emulsifier manufacturing, PATCO Products LLC ("PATCO Products") commits to delivering value in diverse industries by providing a combination of enabling functionalities, safety, and environmental consciousness. Our products combine improved performance with cost competitiveness, with a goal of reducing the carbon footprint. We continue to search for new building blocks and molecules that bring value to customers and make our world more sustainable.

PATCO Products' strategy and operations are built around advancing sustainability and applying high ethical standards, whether this relates to the management of our supply chain, responsible procurement of our raw materials, or the safety and well-being of our people. We collaborate with our stakeholders, including our suppliers, to achieve our vision. As a sustainable company, we expect our suppliers to uphold similar standards on environmental and social responsibility, meeting the standards of PATCO Products' Supplier Code. Our code is based on guidelines from the Organization for Economic Co-operation and Development (OECD) and the fundamental conventions defined by the International Labor Organization (ILO). These guidelines, along with our values and goals, support our continued focus on zero hunger, & good health & well-being for our employees and customers, through responsible consumption & production.

As a supplier of PATCO Products, you are required to sign and return this document as a commitment to our Supplier Code.



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Business Ethics

- Supplier complies with applicable laws and regulations in the countries where its business is conducted.
- All business transactions are accurately conducted with integrity; free of corruption, bribery and fraud.
- Supplier does not give, agree to give, offer or receive, directly or indirectly, anything of value including payments, gifts or favors to influence behaviors of business partners, government officials, or public or political officers.
- Supplier regards all information provided by PATCO Products and its respective business partners as confidential.

Human Rights & Labor Conditions

- Supplier does not use child, forced or compulsory labor.
- Supplier does not discriminate based on nationality, race, religion, gender, age, sexual orientation, disability, or any other characteristic protected by law.
- Employees have the right to freedom of association and the Supplier has an established employee grievance process.
- Supplier complies with the Standards of the International Labor Organization (ILO).
- All compensation paid by Suppliers to its workers complies with applicable wage laws.
- Harassment is prohibited; a safe and healthy work environment is provided for all employees, contractors and visitors.
- Supplier provides clear guidelines to all employees explaining their rights and duties pertaining to the conditions of employment.
- Supplier monitors potential social and environmental impacts on their local communities and takes action to prevent or eliminate the issues.

Environment

- Supplier operates in accordance with all applicable laws, rules and regulations pertaining to environmental protection.
- Supplier strives to improve their environmental footprint by promoting sustainability and monitoring their environmental performance.
- Suppliers share information pertaining to the safety and environmental aspects of their production process and products.

Product Quality and Safety

- Supplier compliance is required to ensure all products and services meet PATCO Products' quality and safety requirements.
- Supplier should have policies in place to ensure that all values and requirements of PATCO Products' Supplier Code are respected and adopted by their own suppliers.



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Reporting Violations of the Code

- Any violations or potential violations to the Supplier Code are reported to PATCO Products by the supplier.
- If you become aware of a suspected or actual violation of this Code, you must promptly report the matter by submitting an email to ethics@patcoproducts.com or by calling 1.844.477.2826.
- PATCO Products strictly forbids retaliation against any person who in good faith, raises a concern or reports a possible violation.

PATCO Products reserves the right to amend, modify or discontinue this Supplier Code at any time for any reason.

The undersigned herewith confirms to comply with the Supplier Code standards mentioned above.

COMPANY:

NAME:

TITLE/FUNCTION:

DATE:

SIGNATURE:

References

OECD Guidelines for Multinational Enterprises

https://www.oecd.org/en/publications/oecd-guidelines-for-multinational-enterprises-on-responsible-business-conduct_81f92357-en.html

International Labor Standards

<https://www.ilo.org/publications/rules-game-introduction-standards-related-work-international-labour>

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