

Supplier Code of Conduct



Table of Contents

Introduction	1
Health and Safety	2
Respect for People	2
Ethical Behavior	3
Environmental Protection	4
Governance	4

The Volm Companies Inc. (Volm) and Yellowstone Plastics (YP) exist to serve and build up our customers, suppliers, communities, and each other, guided by the principles set forth by our Lord Jesus Christ.

Introduction

We view our suppliers as trusted business partners, crucial to our operations. In pursuit of our mutual success, we require sustainability in our supply chain. An essential tool to help us achieve our sustainability goals is this Global Supplier Code of Conduct.

Volm and YP's core values include providing value to our customers, making health and safety a priority, respect for people, ethical behavior, and environmental protection. We have a deep commitment to our people and the planet, and this commitment guides our values and our behavior. We believe that through our demonstration of corporate social responsibility, we can make the world a better place.

Health and Safety

Volm and YP are committed to protecting the health and safety of our employees, contractors, customers, and the people within the communities of which we operate. We recognize that this commitment does not start or stop with us; therefore, we hold our suppliers accountable to provide a safe and healthy workplace for their employees, in compliance with all regulations and applicable laws.

We ask that our suppliers include the below in their health and safety program.

Health, Safety, Environmental, and Quality Regulations: Suppliers to Volm and YP must abide by all applicable health, safety, environmental, and quality regulations. Volm and YP require that all supplier permits, licenses, and registrations be acquired and maintained in accordance with the law.

Occupational Health and Safety: Suppliers are expected to keep employees safe from chemical, biological, electrical, and physical hazards. To ensure that all employees have acceptable working conditions, the following requirements must be met: sufficient lighting, temperature, sanitation, ventilation, and potable drinking water. In situations where living quarters are provided to employees by suppliers, all internationally recognized standards for hygiene, health, and safety must be maintained.

Process Safety: Education and communication are vital to providing employees with a safe working environment. Suppliers must take all necessary precautions to protect their employees from workplace injuries and occupational diseases, by providing employees with training on hazards, procedures, and appropriate use of protective equipment.

Quality and Product Safety: At Volm and YP, we expect our supply partners to uphold strict guidelines to ensure that our products meet the required standards for their intended use. Suppliers will need to demonstrate that they have the following in place: effective quality management systems, comprehensive food safety policies, and material safety data sheets available for all hazardous substances. Any concerns about product safety must be reported to Volm or YP immediately upon discovery.

Respect for People

We strive to empower all people to thrive. We know that true innovation can only occur when we foster an environment where all employees feel respected, valued, and engaged. We treat our employees and partners with respect and dignity and expect that our suppliers extend that same courtesy to their own employees and partners.

Human Rights: Volm and YP are committed to operating our business in a way that protects and advances human rights. Per our policy, we will not tolerate the use of child labor, slavery, or human trafficking in any part of our supply chain, this extends to our global operations and facilities, as well as those operated by our suppliers. If we learn of violations to these principles, and they are not immediately corrected, the business relationship will be terminated.

Prevention of Child and Forced Labor & Fair Treatment: At no point in time will Volm or YP tolerate the exploitation of children, their participation in hazardous work or the trafficking, physical punishment, harassment, abuse, or use of involuntary labor. Suppliers will not engage or make threats of corporal punishment, physical, sexual, psychological, or verbally abuse any employee.

Volm and YP will not partner with any entity that withholds passports, wages, or individual property as a means of compelling labor.

Equal Opportunity Employer: We are committed to promoting equality and eliminating racism and discrimination within the workplace. We expect our suppliers to reject any form of discrimination and be committed to providing equal opportunities and treatment to all employees.

Freedom of Association & Working Hours, Wages and Benefits: Suppliers are expected to comply with all applicable employment non-discrimination laws.

Ethical Behavior

Volm and YP strive to conduct business in accordance with the highest ethical standards and in compliance with all applicable laws. We value our reputation as a respected corporate citizen; therefore, we expect our suppliers to comply with all ethical standards and laws.

Business Integrity & Fair Competition: Suppliers must act with the highest integrity and transparency in accordance with all relevant anti-bribery and anti-corruption laws and regulations including the Foreign Corrupt Practices Act, and any other applicable local laws. We will not tolerate suppliers that engage in any type of bribery to secure business on behalf of Volm or YP.

Suppliers must conduct business in adherence to fair competition principles and comply with all applicable anti-trust laws.

Intellectual Property and Confidential Information: Volm and YP's success is dependent on the protection of our intellectual property (IP). It is our expectation that all suppliers will implement measures to protect all IP provided to them during business transactions. All information should be treated as confidential and only be provided to the supplier's employees when required for business matters. All documents containing confidential information no longer needed by the supplier to conduct business on behalf of Volm or YP will be returned to the company or destroyed, as appropriate.

In certain circumstances, Volm or YP may require suppliers to sign a non-disclosure agreement.

Gift Policy: Gifting must be consistent with customary regional business practices. Volm and YP employees may not base business decisions on the receipt of gift or similar gratuity. Gifts provided by Volm or YP to others shall be provided in accordance with applicable laws.

Environmental Protection

Volm and YP are actively committed to sustainability – striving to understand and reduce our environmental footprint, ensure responsible sourcing, while continuously evaluating how we can make positive impacts on the communities in which we operate. Through science, engineering, and people, we vow to continuously improve and innovate sustainable manufacturing. We recognize that our suppliers are an extension of our business, therefore in the pursuit of mutual success we expect our suppliers to comply with all applicable environmental laws and regulations.

Global Protection: As a manufacturer in the plastic industry, we take our role in global protection seriously. We hold ourselves accountable for the way in which we use and manage our natural resources and ask our suppliers to act with the same intent. We encourage our suppliers to identify sustainability goals, establish key performance indicators and report their progress. We challenge our suppliers to reduce greenhouse gas emissions, responsibly manage water use, improve resource efficiency, eliminate PFAs use, and reduce overall waste.

Governance

Volm and YP are committed to conducting business in an ethical and transparent manner. This Supplier Code of Conduct is published in good faith and meant as a guide to strengthen our supplier partnerships. We recognize that strong supplier partnerships are the foundation of every successful business, which is why we look forward to supporting suppliers in their efforts to meet the requirements of this Code.

Legal and Customer Requirements: Volm and YP require as a condition of our business partnership, that our suppliers abide by all applicable laws, regulations, contractual agreements, and recognized standards related to supplier's operations, products, and services.

Commitment, Accountability and Risk Management: It is Volm and YP's expectation that all suppliers will provide the necessary resources for the implementation and continued compliance with the Supplier Code. Suppliers should identify and manage risks within all areas addressed in the above Code and conduct periodic self-appraisal to ensure conformance.

Non-Compliance: Volm and YP reserve the right to verify compliance with this Code through internal and external assessment mechanisms. Upon discovery of non-compliance, the supplier will be required to take corrective action. If the supplier fails to resolve the issue of non-compliance in a timely manner, we may suspend all business dealings without any further obligation.

Grievances: We expect suppliers to report concerns and violations directly to our Corporate Office at 1-800-253-4737 or Corporate Counsel at steve.immel@volmcompanies.com.