



Supplier Code of Conduct

Service Metal Products aspires to be the most respected PVF master distributor in the industry, utilizing our core values which include **Integrity** and **Commitment**. As a Global company, Service Metal Products realizes the importance of transparency in the supply chain and values the importance of human rights and the environment. A Supplier Code of Conduct is the foundation for ensuring social and environmental responsibility and ethical conduct throughout our supply chain. It is the Supplier's responsibility to ensure compliance with our supplier code among all employees and throughout its supply chain, including all sub-tier suppliers/individuals, through dissemination, education, and verification. SMP may discontinue its relationship with suppliers who fail to comply with this code. We encourage Supplier Partners to develop policies defining the operating principles for their own organizations and supply chains and to share these in a transparent manner.





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Labor and Human Rights

Supplier certifies, represents, warrants, and guarantees that the goods purchased by Service Metal Products were not produced wholly or in part by forced labor, convict labor, indentured labor or forced or child labor.

Suppliers must comply with applicable wage and hour labor laws and regulations governing employee compensation and working hours.

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. They must ensure their operations comply with all local laws related to health and occupational safety.

Conflict Minerals

Supplier certifies, represents, warrants, and guarantees that it is in full compliance with all U.S. conflict minerals laws, including, without limitation, Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010, as amended, and the rules and regulations administered by the U.S. Securities and Exchange Commission. Suppliers are expected to comply with requests on source and origin of conflict minerals in parts and components or material provided to Service Metal.





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Environment

Suppliers are expected to conduct their operations in a way that minimizes the impact on natural resources and protects the environment, customers, and employees. They must ensure their operations comply with all applicable laws related to air emissions, water discharges, toxic substances, and hazardous waste disposal.

I have read and agree to follow SMP code of conduct for Suppliers.

Signature

Date

