

SUPPLIER CODE OF CONDUCT

Corporate integrity, responsible product sourcing, and the safety and wellbeing of workers across the global supply chain are of paramount importance to BradyPLUS. These principles apply to all aspects of BradyPLUS' business, and encompass all manufacturers, vendors, and other suppliers that supply the products that BradyPLUS sells or otherwise do business with BradyPLUS (each a **"Supplier"** and collectively **"Suppliers"**).

These principles are reflected in this Code of Conduct ("**Code of Conduct**"), which establishes the minimum standards that must be met by any Supplier regarding:

- Supplier's treatment of workers;
- Workplace safety;
- The impact of Supplier's activities on the environment; and
- Supplier's ethical business practices.

Supplier is responsible for compliance with the standards set out in this Code of Conduct ("**Standards**") throughout its operations and throughout its entire supply chain. Without limiting Supplier's obligations hereunder, Supplier shall be responsible for compliance with the Standards by all of its suppliers, vendors, agents, and subcontractors and their respective Facilities ("**Partner(s)**").

I. LABOR STANDARDS AND HUMAN RIGHTS

Supplier shall treat workers fairly, with respect and dignity without regard to their personal appearance, beliefs, culture, affiliations, or any other characteristics.

A. Slavery and Human Trafficking

All labor must be voluntary. Supplier shall not support or engage in slavery or human trafficking in any part of its supply chain.

Without limiting Supplier's obligations hereunder, Supplier shall not, and shall ensure that its Partners do not, support or engage in, or require any:

- compelled, involuntary, or forced labor;
- labor to be performed by children OR individuals under the age of [16];
- bonded labor;
- indentured labor; and
- prison labor.

Suppliers must refrain from any conduct that uses threats, force or any form of coercion, abduction, intimidation, retaliation or abuse of power for the purpose of exploitation, forced labor or slavery of any individual.

B. Compensation and Benefits

Supplier must compensate all workers with wages, including overtime premiums, and benefits that at a minimum meet the minimum wage and benefits established by applicable law. Suppliers must have a system in place to verify and accurately record payroll, deductions and the hours worked by legally authorized employees.

C. Work Hours

The maximum working hours in a week must not exceed the lesser of (a) [60] hours per week, including overtime, or (b) the limits on regular and overtime hours dictated by the local law of the country of manufacture.

D. No Discrimination, Abuse, or Harassment

Supplier must not engage in or tolerate discrimination, harassment, and unfair treatment based on an individual's race, color, national origin, gender, gender identity, gender expression, sexual orientation, family status, military status, religion, religious creed, age, marital status, or disability.

E. Freedom of Association and Collective Bargaining

Supplier shall respect, and shall not interfere with, the right of workers to decide whether to lawfully associate with groups of their choice, including the right to form or join trade unions and to engage in collective bargaining.

II. HEALTH AND SAFETY

Supplier shall provide a safe, healthy, and sanitary working environment. Supplier shall implement procedures and safeguards to prevent workplace hazards, and work-related accidents and injuries to ensure the protection of its workers. Without limiting the foregoing, Supplier shall provide workers adequate and appropriate personal protective equipment to protect workers against hazards typically encountered in the scope of work.

A. Facilities

Supplier shall:

- ensure that all Facilities meet all applicable building codes and industry design and construction standards;
- ensure an acceptable level of noise, appropriate lighting and ventilation as well as adequate sanitary facilities and access to clean drinking water at all Facilities;
- ensure that all Facilities are designed to enable evacuation in emergency situations and be equipped with first aid and personal protection equipment of appropriate kind and extent.

B. Environmental Protection

Supplier shall operate its Facilities in compliance with all environmental laws, including laws and international treaties relating to:

- waste disposal;
- emissions;
- discharges; and
- hazardous and toxic material handling.

Supplier must ensure that the goods that it manufactures (including the inputs and components that it incorporates into its goods) comply with all environmental laws and treaties. Supplier must ensure that it will only use packaging materials that comply with all environmental laws and treaties.

III. ETHICAL BUSINESS PRACTICES

Supplier shall conduct its business in a professional and independent manner at all times, and in accordance with standards set forth in all applicable international and national laws and regulations. Supplier must act with integrity, honesty and fairness in all aspects of its business.

A. Conflicts of Interest

Suppliers must remain free from the influence of actual or potential conflicts of interests as they carry out business affairs with BradyPLUS. Suppliers must disclose immediately any business relationship in which they become (or plan to become) involved, which could result in an actual or potential conflict of interest or in the appearance of a conflict of interest.

B. Anti-Corruption and Bribery

Supplier and all persons acting on their behalf shall comply with all applicable anti-corruption laws while conducting business with BradyPLUS. Bribery and any other form of corrupt business practice are strictly prohibited. The direct or indirect offer, granting or acceptance of illegitimate benefits to generate, maintain or accelerate business is unacceptable. Supplier must ensure that no such benefits are exchanged in the course of their business.

C. Data Privacy and Information Protection

Suppliers must comply with all applicable laws and regulations related to the protection, privacy, and/or processing of data and information (including data and information that relates to an identified or identifiable person which is deemed personal data or personal information) and must not cause BradyPLUS to be in violation of any such laws and regulations. Suppliers should protect the confidential information of BradyPLUS. Suppliers who have been given access to confidential information as part of the business relationship should not share this information with anyone unless authorized to do so by BradyPLUS.

D. Gifts and Entertainment

Supplier must not provide any gift, meal or entertainment to a BradyPLUS employee that might influence or appear to influence a BradyPLUS employee's decision in relation to BradyPLUS business with the Supplier. Supplier must observe BradyPLUS' Vendor Gift and Entertainment Guidelines.

E. Compliance with Laws

Supplier shall comply with all applicable national and local laws and regulations, including without limitation laws and regulations relating to conflict minerals, trade restrictions, export controls and sanctions.

IV. VERIFICATION AND COMPLIANCE

Where this Code of Conduct requires Supplier to meet a higher standard than set out by law or regulation, Supplier shall meet such higher standards. BradyPLUS reserves the right to verify compliance with the Standards set out in this Supplier Code of Conduct, including through the completion of a questionnaire or an audit by BradyPLUS or a third party. BradyPLUS expects Suppliers to provide complete and accurate information, including access to documentation and records. Failure to meet the Standards may result in the termination of Supplier's contract and relationship with BradyPLUS.

Supplier must report to BradyPLUS any suspicions of a breach of any of Supplier's obligation under this Supplier Code of Conduct including any breach by Supplier's Partners.