

# Genesee Group Supplier Ethics Policy

This Genesee Supplier Ethics Policy sets forth the business conduct standards to which suppliers, vendors, contractors, consultants, agents and other providers of goods and services who do, or seek to do business with Genesee must abide by. Genesee expects its suppliers to conduct business responsibly, with integrity, honesty and transparency and adhere to the following standards:

- Comply with all applicable laws and regulations of the countries of operation
- Compete fairly for our business, without paying bribes, kickbacks or giving anything of value to secure an improper advantage
- Encourage a diverse workforce and provide a workplace free from discrimination, harassment, or any other form of abuse
- Treat employees fairly and honestly, including with respect to wages, working hours and benefits
- Respect human rights and prohibit all forms of forced, compulsory and child labor
- Respect employees' right to freedom of association, consistent with local laws
- Provide safe and humane working conditions for all employees
- Carry out operations with care for the environment and comply with all applicable environmental laws and regulations
- Keep financial books and records in accordance with all applicable legal, regulatory, and fiscal requirements and generally accepted accounting practices
- Deliver products and services meeting applicable quality and safety standards
- Respect intellectual property rights; safeguard customer information; and transfer of technology and know-how

Genesee requires notification of violations of this policy identified by an internal or external audit, assessment, inspection, investigation, or review and the process for corrective action in a timely manner. It is imperative that our primary suppliers, vendors, contractors, consultants, agents and other providers of goods and services who do, or seek to do business with Genesee, be proactive in abiding with this Supplier Ethics Policy. Non-acknowledgement or non-compliance may jeopardize the business relationship with Genesee.