

## Intralox, L.L.C. Global Supplier Code of Conduct

### Purpose and Scope

Guided by the principles in the Business Philosophy of its parent, Laitram, L.L.C., Intralox, L.L.C. and its subsidiaries (collectively "Intralox") believe in treating their employees, customers, suppliers and others as we expect to be treated – with respect, honesty, and fairness. These principles are the foundation for Intralox's Statement of Corporate Social responsibility which is published on the Company's website at [include link here]. To that end, Intralox is committed to maintaining a supply chain that is equally committed to applying these principles to the suppliers' employment and commercial practices.

All suppliers, vendors, contractors, consultants, agents and other providers of goods and services who do business with or on behalf of Intralox ("suppliers") are expected to follow the Supplier Code as a condition of doing business with Intralox and its affiliates.

### Business Conduct Principles

Intralox expects its suppliers to conduct business responsibly, with integrity, honesty, and transparency, and to adhere to the following principles:

**1. Compete fairly for Intralox's business.**

Intralox is committed to conducting business legally and ethically within the framework of a free enterprise system and strictly prohibits corrupt arrangements with customers, suppliers, government officials, or other third parties. Accordingly, Intralox prohibits its suppliers from engaging in any form of public sector or commercial bribery.

**2. Provide a workplace free from discrimination and harassment.**

Intralox suppliers shall create a work environment in which employees and business partners are respected for their contributions. Harassment, including unwelcome verbal, visual, physical, or other conduct of any kind that creates an intimidating, offensive or hostile work environment will not be tolerated. Employment decisions must be non-discriminatory on the basis of protected group status.

**3. Prohibit all forms of forced, abusive or child labor.**

Consistent with Intralox's published Forced and Child Labor Policy, Intralox suppliers must ensure that their employees' decisions are based on free choice and that no physical punishment or threats of violence or other forms of physical, sexual, psychological or verbal abuse are used as a method of discipline or control. In addition, Intralox prohibits the hiring by its suppliers of individuals under the age of (15), the local legal minimum working age, or the compulsory schooling age, whichever is higher.

**4. Provide safe and healthy working conditions.**

Intralox suppliers shall proactively manage health and safety risks to provide an incident-free environment where occupational injuries and illnesses are prevented. Suppliers must implement management systems and controls that identify hazards and assess and control risk related to their specific industry.

**5. Responsibly manage the environmental impact of your operations.**

**6. Maintain accurate financial books and business records in accordance with all applicable legal and regulatory requirements and accepted accounting practices, including with respect to all invoices submitted to Intralox for payment or reimbursement.**

**7. Maintain awareness and comply with all applicable laws and regulations of the countries where suppliers operate and endeavor to prosper those communities.**