

SUPPLIER CODE OF CONDUCT

SCOPE:

Our success depends on our reputation for ethical business performance and performing our jobs honestly, diligently and with integrity, in compliance with all applicable laws and regulations. This policy establishes a Code of Conduct for current and potential Wieland Diversified suppliers. Wieland Diversified suppliers include vendors, sub-contractors and testing laboratories seeking to provide goods and services and who share our culture, values and business practices.

PURPOSE:

For the purposes of this Supplier Code of Conduct, “ Supplier” means any company, corporation or other entity or person that sells, or seeks to sell, goods or services to Wieland Diversified, including the Supplier’s employees, agents, subcontractors and other sup-tier sources.

SUPPLIER CODE OF CONDUCT:

1. Compliance with Laws and Regulations: Suppliers must comply with applicable laws, codes and regulations applicable in the country, state and local jurisdictions where business is conducted.
2. Environmental, Health and Safety Practices: The Supplier will comply with all applicable environmental laws, regulations and standards and minimize any adverse impact on the environment. Suppliers will conduct business in compliance with applicable health and safety laws and regulations and provide its workers with a safe and healthy work environment. Ensuring all employees comply with applicable health and safety rules and regulations and perform their duties and work in a manner which will not endanger themselves or others.
3. Quality Requirements: suppliers will meet all contractually agreed quality requirements in order to provide goods and services that consistently meet Wieland diversified’s needs. Suppliers shall have in place quality assurance processes to identify defects and implement corrective action.
4. Product Safety and Conformance: Suppliers shall test products for compliance to specification and contract requirements. Based on passing results, the supplier must certify the product as meeting all of the specification and contract requirements.

ETHICAL BUSINESS PRACTICES:

1. Fair Trade Practices: Supplier will not engage in collusive bidding, price fixing, price discrimination or other unfair trade practices in violation of applicable antitrust or competition laws.
2. Ethical Conduct: Suppliers shall conduct their business at all times with the highest ethical standards. Suppliers should have their own ethics and compliance standards in place.
3. Relationships and Communications: All business should be conducted fairly, honestly and with integrity, according to the highest ethical standards. Suppliers or employees must not allow themselves to be put into a position where their actions or integrity can be questioned. The Supplier is responsible for communicating the contents of this Supplier Code of Conduct to its officers, directors, employees, subcontractors and sup-tier sources who are involved in the procurement and production process related to products and services provided to Wieland Diversified.
4. Bribery, Kickbacks and Fraud: No funds, assets or services shall be paid, rendered, loaned or promised for payment by Suppliers or their representatives as bribes, kickbacks or payments designed to influence or compromise the conduct of Wieland Diversified or its representative. The Supplier must comply with all applicable anti-corruption laws and regulation of the countries in which they operate and do business, the U.S. Foreign Corrupt Practices Act, the UK Anti-Bribery Act and the OECD Anti-Bribery

Convention and any international anti-corruption conventions.

5. Conflict of Interest: Suppliers shall avoid all conflicts of interest or situations giving the appearance of a conflict of interest in dealing with Wieland Diversified.
6. Whistle Blower Protection: Suppliers shall provide their employees with avenues for raising legal or ethical issues or concerns without fear of retaliation. Suppliers shall take action to prevent, detect and correct any retaliatory actions. Any retaliation will not be tolerated.

PROTECTION OF INTELLECTUAL PROPERTY:

Suppliers must respect intellectual property rights, including patents, trademarks, copyrights and process designs and safeguard Wieland Diversified's confidential and proprietary information. Any transfer or sharing of technology or know-how must be done in a manner that protects intellectual property rights and is in compliance with local laws, including export laws, concerning data privacy and security.

DATA PRIVACY AND SECURITY:

Suppliers must abide by applicable local laws and regulations concerning data security and privacy and will protect and safeguard data provided by Wieland Diversified, which may include private and sensitive personal information. Any transfer or sharing of data must be done in a manner that protects such information from inadvertent or unauthorized disclosure and any disclosure must be in compliance with local laws.

COUNTERFEIT PARTS:

Suppliers shall develop, implement and maintain methods and processes appropriate to their products to minimize the risk of introducing counterfeit parts and materials into deliverable products. Effective processes should be in place to detect counterfeit parts and materials, provide notification to recipients of counterfeit products, when warranted, and exclude them from the delivered product.

CONFLICT MINERALS:

Suppliers are expected to ensure products supplied to Wieland Diversified do not contain metals derived from minerals or their derivatives originated from conflict regions that directly or indirectly finance or benefit armed groups.

MONITORING AND RECORD KEEPING:

Suppliers are responsible for ensuring that the requirements of this Code are communicated and understood by their personnel working on or in support of Wieland Diversified's job, contracts, agreements and orders. Suppliers will be responsible for the conduct and actions of their employees.

Suppliers must maintain all documents necessary to demonstrate its compliance with this Supplier Code and be made available for review upon request. All records shall be kept for a minimum of ten years.