



ROCKLINE SUPPLIER CODE OF CONDUCT

Rockline is proud of its leadership and reputation as a global world class manufacturer that is committed to the highest ethical standards. Our organization is based on the principle of integrity. We will embrace continuous change and focus on results but never compromise our integrity for financial gain. Nothing is more important than Rockline's reputation.

Rockline expects that its Suppliers will share and embrace the letter and spirit of our commitment to integrity. We understand Suppliers are independent entities; however, the business practices and actions of a Supplier may impact and/or reflect upon Rockline. Because of this we require all Suppliers and their employees, agents and subcontractors to adhere to the Rockline Supplier Code of Conduct while they are conducting business with and/or on behalf of Rockline.

LEGAL AND REGULATORY COMPLIANCE PRACTICES

All Rockline Suppliers and their representatives shall conduct their business activities in full compliance with the applicable laws and regulations of their respective countries while conducting business with and/or on behalf of Rockline. In addition to any specific obligations under Supplier's agreement with Rockline, all Rockline Suppliers shall, without limitation:

- **Comply with all applicable trade control and applicable laws as well as all export, re-export and important requirements.**
- **Conduct business in full compliance with antitrust and fair competition laws that govern the jurisdiction in which they conduct business.**
- **Comply with all applicable environmental laws and regulations regarding hazardous materials, air emissions, waste and wastewater discharges, including the manufacture, transportation, storage, disposal, and release to the environment of such materials.**
- **Be honest, direct, and truthful in discussions with regulatory agency representatives and government officials.**
- **Not participate in international boycotts that are not sanctioned by the U.S. government or applicable laws.**
- **Comply with the anti-corruption laws of the countries in which they do business, including the European and United States Foreign Corrupt Practices Act, and not make any direct or indirect payments or promises of payments to foreign government officials for the purpose of inducing the individual to misuse his/her position to obtain or retain business.**

BUSINESS PRACTICES

Suppliers and their representatives shall conduct their business interactions and activities with integrity and in accordance with their obligations under specific agreements with Rockline. In addition to any specific obligations under Supplier's agreement with Rockline, all Suppliers and their representatives shall, without limitation:

- **Honestly and accurately record and report all business information and comply with all applicable laws regarding their completion and accuracy.**
- **Create, retain, and dispose of business records in full compliance with all applicable legal and regulatory requirements.**

- **Protect and responsibly use both the physical and intellectual assets of Rockline including property, supplies, consumables, and equipment when authorized by Rockline to use such assets.**
- **Not speak to the press on Rockline's behalf unless Supplier or Representative is expressly authorized in writing to do so by Rockline.**

EMPLOYMENT PRACTICES

Rockline expects its Suppliers to share its commitment to human rights and equal opportunity in the workplace. Rockline Suppliers shall conduct their employment practices in full compliance with all applicable laws and regulations. All Rockline Suppliers shall, without limitation:

- **Cooperate with Rockline's commitment to a workforce free of harassment and unlawful discrimination. While we recognize and respect cultural differences, we believe that Supplier companies should not engage in discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership, or political affiliation.**
- **Suppliers will respect the rights of associates regarding their decision of whether to associate or not to associate with any group, as long as the group is legal in their own country. Suppliers must not interfere with, obstruct, or prevent such legitimate activities.**
- **Provide a safe and healthy work environment and fully comply with all applicable safety and health regulations and practices.**
- **Use only voluntary labor. The use of forced labor whether in the form of indentured labor, bonded labor, or prison labor by a Rockline Supplier or its subcontractors is unacceptable.**
- **Comply with all local minimum working age laws and requirements and not utilize child labor. No person shall be employed at any age younger than the legal minimum age for working in that country.**
- **Comply with all applicable laws governing compensation and working hours. All workers shall be provided with clear, written information about their employment condition with respect to wages before they enter into employment and as needed throughout their term of employment. Workers shall not be required to work more than the maximum hours of daily labor set by local laws.**
- **Suppliers shall not engage in the use of physical, mental, verbal or other abuse. All workers are to be treated with respect and dignity.**
- **Keep associate records in accordance to local and/or national regulations.**

WORKPLACE INSPECTIONS

Scheduled inspections will be conducted as necessary to ensure compliance with these standards. Rockline reserves the right to conduct unannounced inspections of our supplier's facilities and any subcontractors that may be used. A third party audit firm may be used in place of Rockline personnel. Upon review of any unsatisfactory audit results, Rockline, in its sole discretion, reserves the right to terminate its relationship with a Supplier, cancel a purchase order, return or revoke acceptance of affected goods and/or require corrective action be taken. The Supplier shall be liable for all related damages incurred by Rockline.

CERTIFICATION OF COMPLIANCE

By my signature below and on behalf of my company, I acknowledge receipt of the Rockline Supplier Code of Conduct and do hereby certify and agree that the company will comply with the contents of this summary. I also acknowledge the responsibility of posting this Supplier Code of Conduct at locations throughout my company which can be easily viewed by my employees.

Company name

Company Official (signature)

Company Official (printed name)

Date