



Headquarters: 1791 W. Dairy Tucson, Arizona 85705

CIS Supplier Code of Conduct

Central Industrial Supply (CIS) and its subsidiaries value its relationships with its business partners and strive to achieve the mutual success of our respective businesses while operating at the highest level of ethical standards in compliance with the law.

The goal is to have our partners achieve full compliance with the CIS Supplier Code of Conduct. CIS endorses the EICC Code of Conduct which provides the framework for this Supplier Code of Conduct. CIS believes that business can be profitable and responsible at the same time.

CIS shall use the Supplier Code of Conduct as an important component of selecting suppliers. In addition to requiring that suppliers comply with this Code, CIS also expects its suppliers to require their sub-tiers to adhere connection to these same values and standards.

1. Legal Compliance:

CIS shall conduct business with suppliers that are in compliance with the laws of the countries and regions that they operate.

2. Labor:

CIS shall conduct business with suppliers that are in full compliance with the labor laws of the countries and regions where they operate and that respect the rights of their employees in accordance with international standards.

Particular attention shall be given to the following (under the EICC framework):

- **Child and Forced Labor**

Suppliers shall not engage in the use of child labor, forced labor or engaged in any forms of inhumane treatment

- **Non-Discrimination**

Suppliers shall not discriminate against their employees in hiring practices or treatment on the basis of race, ethnicity, nationality, religion, beliefs, gender, social status, descent, disability, illness, sexual orientation or age. Respect workers' right to freedom of association.

- **Safety, Sanitation and Health**

Suppliers shall maintain a safe, clean and healthy workplace for their employees in compliance with applicable law.

- **Wages and Working Hours**

Suppliers shall pay a wage that is not less than the minimum wage required under applicable law. Suppliers shall also comply with laws applicable to working hours.



3. Ethics:

Suppliers are required to uphold the highest standards of ethics and comply with all laws and regulations on bribery, corruption, and prohibited business practices. We also expect the intellectual properties of CIS and our customers to be respected and infringement is to be effectively prevented. CIS specifically require suppliers to maintain policies and procedures as well as provide instruction and training to employees to assure compliance.

(*) Intellectual Property means patents, trademarks, copyright and trade secrets.

4. Environmental Health and Safety:

In carrying on its business activities, CIS maintains a proactive stance with regards to the safety enforcement and preservation of the environment. CIS shall conduct business with suppliers that are in compliance with the environmental laws of the countries and regions where they operate. Member companies of the CIS Group shall specifically require suppliers to be in compliance with the law in the management of industrial waste materials generated from their business operations.

Particular attention will be given to the following areas:

- Minimize environmental pollution and resource reduction
- Maintain compliance with environmental permits and reporting requirement
- Control and manage air emissions
- Identify, evaluate and control of physically demanding work
- Have appropriate emergency response procedures in place and are tested and rehearsed
- Clean dormitories and canteens

5. Implementation of Supplier Code of Conduct

Suppliers are to be proactive in their approach to implementing the codes and practices required by EICC. Suppliers are continually assessed and monitored for compliance on this Code of Conduct.

Any violations or recommendations for continuous improvement regarding Supplier Code of Conduct can be e-mailed to Compliance@cisww.com

Best Regards,

A handwritten signature in blue ink, appearing to read "G. Birin", is written over a light blue horizontal line.

Gerald Birin
Chief Executive Officer
Central Industrial Supply Company (CIS)