



Supplier Code of Conduct

Cla-Val is committed to the highest ethical and legal standards in the conduct of its business. We are committed to comply with all applicable laws and regulations and to the upholding of human rights, as well as the protection of the environment. These commitments expand beyond our own operations, and extend into all aspects of our supply chain. As such, Cla-Val expects our suppliers and any sub-contracted suppliers to share these same commitments and values. This Supplier Code of Conduct defines the basic requirements to meet our standards.

Compliance with Laws, Codes, and Regulations

Cla-Val suppliers must comply with all applicable laws, codes and regulations as set forth in the applicable procurement documents and agreements. All business is to be conducted in compliance with all applicable competition/antitrust laws and regulations. Suppliers are to maintain a high level of confidentiality, keeping Cla-Val's business, financial, and technical data confidential. Cla-Val's tangible and intellectual property is to be protected at all times.

Environmental Protection

It is the responsibility of the Supplier to ensure that its facilities are designed and operated in compliance with applicable laws that protect and preserve the environment. Suppliers will comply with all applicable laws and regulations, as well as international standards relating to the protection and preservation of the environment. This compliance shall include obtaining and maintaining environmental permits, as well as the proper handling and disposition of hazardous materials. Suppliers shall monitor, control, and responsibly treat discharges generated from operations. All suppliers will use or setup a reasonable environmental management system and commit to continuous improvements of environmental protection.

Human Rights and Labor Standards

Cla-Val Supplier shall maintain safe, sanitary, and healthy environment for all employees at all facilities. Suppliers shall comply with the applicable laws and regulations concerning working time. Wages and benefits will be provided in as prescribed by applicable laws and in line with existing practice within the industry. Suppliers shall employ only workers who meet the applicable minimum legal age requirements. Cla-Val has zero tolerance for any indentured labor, slave labor, or any form of human trafficking.

Ethical Business Practices

Cla-Val and its Suppliers shall conduct their business in accordance with the highest standards of ethical behavior. Suppliers are expected to adhere to these standards in regards to Fair Trade Practices, Ethical Sourcing, and acting with integrity in all business practices. The offering or acceptance of kickbacks, bribes and other illegal payments are not permitted throughout Cla-Val's Supply Chain.