

Eight 32 Group, LLC

Office of Corporate Management
www.eight32group.com • info@eight32group.com

Eight 32 Group, LLC Supplier Code of Conduct

Eight 32 Group, LLC conducts business ethically, honestly and in full compliance with applicable laws and regulations.

Our Mission - Empowerment Made Possible

Our Values - Integrity, Honesty, Respect, Confidentiality and Compliance.

To achieve our mission, we build trust with people and organizations. Our goals can only be achieved when people have trust and confidence in Eight 32 Group, LLC and our services. We gain credibility by adhering to our commitments, displaying honesty and integrity and reaching company goals solely through honorable conduct. It is easy to say what we must do, but the proof is in our actions. Ultimately, we are judged on what we do.

Through the Standards of Business Conduct, Eight 32 Group, LLC has established standards that apply to partners, employees, contractors and consultants. Similarly, Eight 32 Group, LLC expects Suppliers to withhold the same values and commitment by complying with our Supplier Code of Conduct.

Compliance

Suppliers, their employees, agents, subcontractors (collectively referred to as “Suppliers”) must follow this Supplier Code of Conduct while performing business with or on behalf of Eight 32 Group, LLC. The purpose of this document is to formulate a minimum level of accepted conduct that will apply to all parties concerned. Eight 32 Group, LLC will assess its suppliers’ compliance with this Code, and any violations may jeopardize the supplier’s relationship with Eight 32 Group, LLC up to an including termination.

Legal

Our suppliers are obliged to comply with local laws and regulations. If local laws and regulations are more stringent than the requirements set out in this Supplier Code of Conduct, the local laws and regulations apply. Suppliers shall not discriminate based on age, disability, ethnicity, gender, marital status, national origin, political affiliation, race, religion, sexual orientation, or any other protected status.

Health and Safety

Employee health, safety and well-being is very important to Eight 32 Group, LLC. Suppliers shall provide and maintain a safe work environment. Employees shall have the right to refuse unsafe work and to report unhealthy working conditions. Suppliers shall obtain, keep current, and comply with all required health and safety permits.

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Wages and Benefits

Suppliers shall meet all legal requirements relating to wages and benefits, pay accurate wages in a timely manner. Suppliers shall pay at least the minimum wage and provide any benefits required by law and/or contract. Suppliers shall compensate employees for overtime hours at the legal premium rate.

Ethics

Conducting business ethically is at the core of Eight 32 Group, LLC's corporate values. Suppliers shall accurately record information regarding its business activities, labor, health and safety, and environmental practices and shall disclose such information, without falsification or misrepresentation, to all appropriate parties and as required by law

Environment

Eight 32 Group, LLC is committed to protecting the environment and conservation. We firmly believe in sustainable development. Suppliers shall develop, implement, and maintain environmentally responsible business practices. Suppliers shall obtain, keep current, and comply with all required environmental permits.

Corrective Action

Suppliers shall have a process for prompt correction of any violations identified by an internal or external audit, inspection, investigation, or review.