

Supplier Code of Conduct

Moffitt is committed to conducting business with integrity, transparency, and respect for ethical standards. As part of this commitment, we expect our suppliers, vendors, brokers, contractors, and subcontractors (collectively referred to as "Suppliers") to adhere to the following Supplier Code of Conduct in all their business dealings.

1. Compliance with Laws and Regulations: Suppliers must comply with all applicable laws, regulations, and standards in the jurisdictions where they operate. This includes laws related to labor, health, safety, environment, anti-corruption, and human rights.

2. Labor and Human Rights

- a) **Child Labor:** Suppliers shall not use child labor. The minimum age for employment must comply with applicable local laws and international standards.
- b) **Forced Labor:** Suppliers shall not engage in any form of forced, bonded, or involuntary labor.
- c) **Non-Discrimination:** Suppliers shall provide equal employment opportunities based on merit and qualifications, without regard to race, color, gender, age, religion, disability, sexual orientation, or any other status protected by applicable laws.
- d) **Freedom of Association:** Suppliers shall respect the rights of workers to associate freely, join or not join labor unions, and bargain collectively in accordance with local laws.

3. Health and Safety: Suppliers must provide a safe and healthy working environment for their employees. This includes, but is not limited to, compliance with occupational health and safety laws, providing necessary training, and implementing safety measures to prevent workplace accidents and injuries.

4. Gifts and Conflicts of Interest: Gifts of nominal value and gifts normally made in the course of business are generally acceptable.

A conflict of interest arises if an employee of MOFFITT (a) is offered a gift of significant value by a third party, where such gift is being made to influence the proposed recipient's actions in their position with MOFFITT; (b) accepts a gift that could reasonably create that impression; (c) has an adverse interest or appears to be adverse to, the interest of MOFFITT as a whole; and (d) when an immediate family member receives improper personal benefits from Supplier as a result of his or her position with MOFFITT. Non-cash gifts of nominal value and gifts customarily made in the course of business will generally not give rise to a conflict of interest. Gifts of any amount may never be solicited, and gifts of cash or securities may never be accepted.

Supplier shall, and shall cause Supplier's affiliates to, comply with all laws applicable to laws dealing with improper or illegal payments, gifts or gratuities. Supplier shall not pay, promise to pay, or authorize the payment of any money or other thing of value, directly or indirectly, to any person (whether a government official or private individual) for the purpose of inducing any government official, political party or official thereof to illegally or improperly assist in obtaining or retaining business for, or to take any other action favorable to MOFFITT and shall take all reasonable steps to assure that all agents and representatives engaged by Supplier comply with all laws applicable to the laws dealing with improper or illegal payments as described above.

5. Environmental Responsibility: Suppliers must comply with environmental laws and regulations and strive to minimize their environmental impact. This includes proper waste management, pollution prevention, resource conservation, and adopting sustainable practices where feasible.

6. Conflict minerals: Suppliers shall not manufacture or subcontract for the manufacture of any products for which conflict minerals are necessary to the functionality or production of that product. “Conflict minerals” refer to minerals mined in conditions of armed conflict and human rights abuses, particularly in regions such as the Democratic Republic of the Congo (DRC) and surrounding countries in Central Africa. The minerals commonly associated with conflict minerals are tantalum, tin, tungsten, and gold.

7. Ethics and Business Integrity

- a) **Anti-Corruption:** Suppliers shall not engage in bribery, corruption, extortion, or other unethical practices.
- b) **Conflicts of Interest:** Suppliers must avoid conflicts of interest and disclose any potential conflicts promptly to MOFFITT.
- c) **Fair Competition:** Suppliers shall compete fairly in accordance with applicable competition laws and regulations.

8. Confidentiality and Intellectual Property: Suppliers shall protect the confidentiality of MOFFITT’s proprietary information and respect intellectual property rights.

9. Monitoring and Compliance: MOFFITT reserves the right to monitor compliance with this Supplier Code of Conduct through audits, inspections, and other appropriate means. Suppliers shall cooperate fully with such monitoring activities.

10. Reporting Violations: Suppliers are encouraged to promptly report any violations of this Supplier Code of Conduct to MOFFITT for investigation and resolution.

11. Compliance Certification: Upon request, Suppliers may be required to certify their compliance with this Supplier Code of Conduct.

12. Commitment to Continuous Improvement: Suppliers are encouraged to continuously improve their practices and performance in alignment with the principles outlined in this Supplier Code of Conduct.

Adherence to this Supplier Code of Conduct is a requirement for doing business with MOFFITT. By complying with these standards, Suppliers contribute to MOFFITT’s shared commitment to ethical business practices and responsible corporate citizenship.