



Corporate Social Responsibility Requirements for Suppliers



PRECISION WALLS, INC.®

Partners in driving your job.

Table of Contents

Corporate Social Responsibility Requirements for Suppliers	3
Violation of Supplier Code of Conduct	3
Fair Business Practices	4
Compliance with Laws and Regulations	4
Accurate Accounting and Financial Records	4
Anti-corruption/Anti-bribery	4
Money Laundering	5
Conflicts of Interest	5
Fair Competition	5
Company Property and Resources	5
Sales Practices and Advertising	5
Workplace Environment	6
Non-discrimination	6
Anti-harassment	6
Child Labor	6
Forced Labor and Human Trafficking	6
Freedom of Association	7
Working Hours and Wages	7
Health and Safety	7
Intellectual Property and Proprietary Information	7
Privacy	7
Intellectual Property	8
Precision Walls, Inc. Assets	8
Environmental Practices	8

Corporate Social Responsibility Requirements for Suppliers

At Precision Walls, Inc. we pride ourselves on developing long-lasting relationships and teams around trust and integrity. We value the relationships we have with our suppliers; one with shared values and principles and based on lawful, efficient, and fair dealings. We require our suppliers to obey applicable laws and ethical rules equivalent to our Code of Ethics and Business Conduct. It is important for us to work with partners that are compliant, provide a safe and healthy workplace and strive to protect the environment through their products and services.

All Precision Walls, Inc. suppliers and their employees should have knowledge of Precision Walls, Inc.'s Code of Ethics and Business Conduct and are required to comply with this Code or similar principles. Precision Walls, Inc. suppliers include all entities and persons that provide products or services to any Precision Walls, Inc. office location, pursuant or have contractual obligations.

Violation of Supplier Code of Conduct

Any violation of the requirements of this Code may jeopardize the Supplier's business relationship with Precision Walls, Inc. up to and including termination of business dealings.

Fair Business Practices

Compliance with Laws and Regulations

Suppliers shall be committed to full compliance with the laws, rules and regulations of the countries in which it operates. Suppliers employees must also comply with all applicable laws, rules and regulations when performing their duties.

Suppliers shall never engage in any criminal activities and have any relationship with criminal organizations or individuals.

Accurate Accounting and Financial Records

Suppliers shall keep true, accurate and complete business records of all matters related to business. All company business transactions must be properly authorized and be accurately recorded and described in the Company's books and records in accordance with generally accepted accounting principles.

Suppliers shall comply with accounting procedures and internal control procedures at all times. Suppliers shall not participate in false or misleading Company financial statements and should not withhold any information necessary to make the statements accurate.

Anti-corruption/Anti-bribery

Suppliers shall not participate in bribery, corruption, or unethical practices of any kind. Suppliers shall not trade anything of value, whether directly or indirectly, to any third party or any third party employee in order to obtain unfair or unethical benefits and/or advantages. Supplier shall not make or receive bribes or kickbacks, or by any other means that is considered unethical, or illegal.

Suppliers shall not offer Precision Walls, Inc. benefits; including favors, gifts or services that may cause suspicion regarding fairness.

Money Laundering

Suppliers shall not accept, facilitate, or support money laundering.

Conflicts of Interest

Suppliers shall ensure that any personal relationship is not used to influence any Precision Walls, Inc. business decisions. If a Supplier or an employee of a Supplier is a relative or has a relationship with a Precision Walls, Inc. team member that may pose a potential conflict of interest, the Supplier shall voluntarily and promptly disclose this information to Precision Walls, Inc. or ensure that the Precision Walls, Inc. team member does so.

Fair Competition

Suppliers shall comply with all applicable anti-trust and competition laws and regulations and never engage in illegal anticompetitive activities. Improper use of proprietary information, manipulation, concealment or abuse of any information and misrepresentation of material facts are all prohibited, whether or not such actions are considered unlawful.

Company Property and Resources

Suppliers' Company property and resources must be used for business objectives and shall not be used for personal gain or illegal purposes.

Sales Practices and Advertising

Suppliers communication with customers and potential customers must be truthful and accurate. When suppliers speak about their products and services and their performance, they must not make false statements or provide misleading information.

Workplace Environment

Non-discrimination

Suppliers shall adhere to federal, state and city laws and regulations regarding non-discrimination and Affirmative Action in employment. Suppliers shall not discriminate against any employee based on race, color, religion, gender, national or ethnic origin, disability, marital status, sexual orientation, or military status.

Anti-harassment

Suppliers shall maintain a working environment that is free from unlawful harassment based on race, color, religion, sex, national origin, age, veteran status, disability, or any other basis prohibited by applicable law, at all levels of the organization.

Child Labor

Suppliers shall not employ a child at any stage in the provision of services. Suppliers shall not make use of child labor and shall take the appropriate measures to ensure that no child labor occurs at their own place of production or operations or at their sub contractors' place(s) of production or operations.

Suppliers shall comply with the labor laws of the countries and regions where they operate and international labor standard established by the International Labor Organization.

Forced Labor and Human Trafficking

Suppliers shall not use forced, bounded or prison labor, slavery or trafficking of persons. Precision Walls, Inc. will not tolerate the use of forced labor in our organization and will not accept products or services from Suppliers that employ or utilize child labor or forced labor in any manner.

Freedom of Association

Suppliers shall uphold the freedom of association and the right to bargain collectively or individually. All employees shall have the right to freely form and join groups for the promotion and protection of their employment interests to the extent permitted by law.

Working Hours and Wages

Suppliers shall adhere to all applicable wage and hour laws and regulations.

Health and Safety

Health and Safety

Suppliers shall provide a healthy and safe workplace for their employees. This should meet international, national, and industrial standards.

Intellectual Property and Proprietary Information

Privacy

Suppliers shall comply with privacy laws and regulations that are in effect in the countries and regions in which it operates. Suppliers shall acquire consent prior to the use of personal information and ensure that personal information is not illegally acquired, used, transferred, disclosed, or leaked.

Intellectual Property

Suppliers shall not use Precision Walls, Inc. and other's intellectual property unless authorized by the owner of the intellectual property. Intellectual property includes inventions, discoveries, improvements, patents, designs, copyrights, trade secrets, and trademarks.

Precision Walls, Inc. Assets

Suppliers shall only use Precision Walls, Inc. assets, when provided, for legitimate business purposes. Suppliers shall protect confidential information related to Precision Walls, Inc. and shall not share it with anyone unless authorized to do so by Precision Walls, Inc. Such assets include equipment, supplies, inventory, land, buildings, facilities, intellectual property, confidential information, our name, and reputation.

Environmental Practices

Environmental Practices

Suppliers shall comply with local and international environmental protection laws, regulations, and principles. To lessen the environmental impact of their business and products, Suppliers shall take actions to contribute to the preservation of the environment. This includes providing green alternatives, promoting greener processes, and developing environmentally friendly products.