



Marshall Sales, Inc. Supplier Code of Conduct

Marshall Sales, Inc. ("Marshall Sales") commits to operate in an economically, socially and environmentally responsible manner. We require that all entities within Marshall Sales observe the highest standards of business and personal ethics.

Marshall Sales expects all product and service providers, vendors or suppliers whom we do business with ("Suppliers") to share these commitments to meet the following standards in all activities that relate to our company. Conformance to this Supplier Code of Conduct ("Code of Conduct") is required to become or maintain good standing as a supplier to Marshall Sales. We will evaluate Suppliers' compliance with these standards in determining whether to grant or continue preferred status. Suppliers that do not comply with the Code of Conduct may be disqualified from preferred status and/or have their business relationship with Marshall Sales terminated.

HUMAN RIGHTS AND LABOR STANDARDS

Compensation. Supplier must comply with all applicable wage and hour laws and regulations – including those relating to minimum wages, overtime, and other elements of compensation – and will provide all legally mandated benefits.

Working Hours. Supplier will maintain work hours in compliance with all applicable wage and hour laws and regulations.

Forced Labor. Supplier will not use forced or involuntary labor, including prison labor, bonded labor, indentured labor, or any other type of labor associated with human trafficking or abuse. Supplier will additionally ensure that proper controls are in place to prevent the introduction of forced labor into any upstream portion of the supply chain.

Child Labor. Supplier will not use child labor. "Child" is any person who is either (1) younger than 16, or (2) younger than the minimum age required for the employment under applicable law. Supplier will comply with all applicable laws and regulations regarding the employment of minors.

Coercion and Harassment. Supplier will treat each employee with dignity and respect, and will not engage in or permit corporal punishment, threats of violence, or other forms of harassment whether based on race, color, sex, sexual orientation, gender identity, national origin, religion, disability, age, or any other legally protected characteristic. Disciplinary policies and procedures in support of these requirements shall be clearly defined and communicated to workers.



Marshall Sales, Inc. Supplier Code of Conduct

Discrimination. Supplier will not discriminate in hiring practices or any other condition of work on the basis of race, sex, sexual orientation, gender identity, color, age, national origin, physical or mental disability, religion, status as a disabled veteran, or other legally protected characteristics.

HEALTH AND SAFETY

Workplace Safety and Emergency Planning. Supplier will provide a safe and healthy workplace for employees by meeting or exceeding international safety standards. Supplier must have procedures in place for handling emergencies such as fire, spills, and natural disasters.

Environmental Protection. Supplier will comply fully with all applicable environmental laws, and seek ways to conserve natural resources and energy, reduce waste and the use of hazardous substances, and minimize any adverse effects on the environment.

Responsible Waste, Hazardous Materials and Chemical Management. Supplier will adhere to all applicable laws, regulations and customer requirements regarding prohibition or restriction of specific substances in products and manufacturing, include disclosure and labeling for the appropriate and safe use, proper handling, recycling and disposal.

CORPORATE RESPONSIBILITY AND COMPLIANCE

Compliance With Applicable Laws. Supplier will comply with all laws and regulations applicable to their business, as well as the standards of its industry, including those pertaining to the manufacture, pricing, sale, distribution, labeling, import, and export of merchandise.

Bribery. Supplier will not in any way bribe any officer, director, manager, employee, representative or agent of Marshall Sales by offering or giving kickbacks or by offering or giving gifts of more than nominal value.

Conflicts of Interest. Supplier will not influence or attempt to influence in any decision which can give rise to any actual or perceived conflict of interest.

Hospitality & Gifts. Supplier will not offer hospitality, gifts and expenses in connection with contract bidding, evaluation or award. Marshall Sales will decline or return any kind of gift, favor or offer of excessive entertainment that violates our policy.



Marshall Sales, Inc.
Supplier Code of Conduct

Conflict Minerals. Supplier must adopt policies conforming to the standards for responsible sourcing, transparency, traceability and due diligences of the supply chains of so called “Conflict Minerals”.

INFORMATION SECURITY

Information Security. Supplier is expected to have a risk-based information security management system that they continuously improve to decrease the risk of cyber and information security events that may affect Marshall Sales, the supplier or the supplier chain.