

A woman with dreadlocks and safety glasses, wearing a blue uniform with a name tag that says "Eibeh", is looking at a large industrial machine with a digital display screen. The machine is white and grey, and she is wearing white gloves while operating it. The background is a bright, industrial setting.

# SETTING A HIGHER STANDARD

**SUPPLIER CODE OF CONDUCT**

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# INTRODUCTION

## About the Stanadyne Supplier Code of Conduct

Stanadyne LLC (“Stanadyne” or the “company” and its subsidiaries, joint ventures, divisions, and affiliates) is committed to operating in a socially responsible and ethical manner. Our company conducts business in compliance with the laws of those countries in which we operate and respects our people and the communities in which they work and live.

Stanadyne is dedicated to exceeding customer expectations, as well as our other stakeholders. We accomplish this, in part, through partnerships with suppliers who share our commitment to quality and focus on integrity, compliance and, quite simply, doing the right thing. However, we recognize our company is one link in a long, global supply chain servicing the end consumer. Therefore, it is essential that suppliers doing business with Stanadyne understand and comply with our business code of conduct, standards, and expectations. This means, among other things, that supplier partners adopt fair employment practices, protect safety in the workplace, support and foster environmental consciousness, and fully comply with applicable laws. Stanadyne suppliers’ interests are expected to be fully aligned with these core fundamentals.

Stanadyne considers collaboration with its supply chain to be an integral part of our success. To help operate as an integrated team, this Supplier Code of Conduct document identifies the business conduct essentials we expect of our supplier partners. We also believe that these standards will serve to advance our company’s performance to all our mutual benefit. Consequently, all suppliers must comply with all applicable laws applicable laws of their country or territory (including, without limitation, laws relating to anti-corruption and competition), as well as with Stanadyne's Supplier's Code of Conduct and adherence to its acceptable social, ethical, and environmental principles. This is a mandatory component of all Stanadyne purchasing contracts and to developing lasting business relationships with our company. In addition, all suppliers are expected to provide applicable information to our company or take other actions necessary to fulfil their reporting, disclosure, and other legal obligations.



This Supplier Code of Conduct applies to all persons and entities who sell goods or services of any type to Stanadyne. Any violation may jeopardize the supplier's business relationship with Stanadyne, up to and including contract termination. All suppliers carrying on business with Stanadyne are deemed to agree and accept the contents of this Supplier Code of Conduct and such agreement and acceptance is evidenced by the supplier continuing to do business with our company.

The goal of this Supplier Code is to provide you with the information you need to be successful when dealing with Stanadyne or your own subcontractors or suppliers. The Supplier Code provides the foundation for our ongoing evaluation of a supplier and constitutes additional terms of your contract with our company.

We appreciate your thorough review of the standards set forth in this Guide.

## Respect for People

- Every Stanadyne supplier is expected to treat people with dignity and respect and abide by all applicable employment laws.
- Our company believes every person should determine whether employment is in their best interests and children should not be placed in a position of making this determination. Therefore, Stanadyne will not allow the use of labor by children under the age of 18 unless as part of a government authorized job training or apprenticeship program that would clearly be beneficial to the participating individuals. We expect that our suppliers will not use of any forced or involuntary labor in any form, including human trafficking or physically abusive disciplinary practices.
- Stanadyne expects its suppliers to provide employee wage and benefit levels that satisfy basic needs in light of local conditions. We also expect suppliers to abide by all applicable laws related to limits on regular and overtime working hours and compensation.
- Our suppliers are expected to respect freedom of association of its employees in accordance with local laws.

## Human Rights

Stanadyne supports internationally recognized human rights and complies with all applicable laws regarding the treatment of our employees and other stakeholders. Suppliers partners also are expected to uphold these principles.

## Child Labor

Suppliers doing business with Stanadyne must comply with all applicable child labor laws, including those related to hiring, wages, hours worked, overtime, and working conditions. Only workers who meet the applicable minimum legal age requirement in the country where they are working or are at least 15 years old or are over the age for completion of compulsory education, whichever is greater, may be hired by a supplier (ref. ILO Convention n. 138). Vocational or developmental programs for young people may require an exception to the age requirements.

## **Forced labor, Human Trafficking, and Slavery**

Suppliers doing business with Stanadyne are prohibited from using slave or involuntary labor of any kind, including prison labor, debt bondage, or forced labor by governments. All forms of involuntary servitude and slavery, as well as any forced labor or human trafficking or the procurement of any commercial sex act are strictly prohibited. Involuntary labor includes the transportation, harboring, recruitment, transfer, receipt, or employment of persons by means of threat, force, coercion, abduction, fraud, or payments to any person having control over another person for the purpose of exploitation.

Suppliers must not engage in human trafficking and must not use corporal punishment, physical or psychological abuse, threats of violence, or other forms of physical or mental coercion.

Employment must be voluntarily and freely chosen. All Suppliers, including recruitment agencies used by a Supplier, must verify the legal employment eligibility of all persons to work and not use any form of prison, indentured, forced, involuntary, bonded or slave labor. No Suppliers will require employees to lodge deposits or identity papers, or to pay recruitment fees (ref. ILO Conventions n. 29 and n. 105) (ref. to UN convention against Transnational Organized Crime).

### **Recommended Compliance Steps**

- Always maintain payroll records documenting wages, overtime pay, and hours worked.
- Make sure official documentation that verifies a worker's date of birth, employment history, and training history is adequately maintained. Stanadyne reserves the right to review this information, if necessary.

## **Safe and Positive Workplace**

Our company believes a diverse workforce fosters creativity and enthusiasm. Our suppliers are expected to encourage a positive and diverse workplace by not tolerating harassment or discrimination, including that involving race, color, religion, sexual orientation, gender identity, national origin, protected veteran status, age or disability.

Stanadyne also expects its suppliers to provide its employees with a safe and healthy working environment and to abide by all applicable health and safety laws.

### **Non-Discrimination, Diversity, and Inclusion**

Stanadyne believes in recognizing and valuing our differences to deliver best-in-class results. Bringing together people of different races, gender, education,

language, viewpoints, skill sets, and experience fosters ideas and innovation. Our company expects suppliers to be inclusive and to ensure employees and other stakeholders are always treated in a fair and non-discriminatory manner with dignity and respect. Suppliers are expected to prohibit discrimination or harassment against anyone based on an individual's: ethnic descent or national origin, race or color, religion or ideology, gender, sexual orientation, gender identity and/ or expression, age, disability, political or union affiliation, veteran status, citizenship, maternity, or marital status (in accordance with applicable laws) (ref. ILO Convention n. 111).

Stanadyne seeks to foster long-term “partnerships” with its Suppliers through specific tools and periodic workshops designed to achieve a smooth integration between the respective business cultures and processes and to work jointly toward meeting market expectations. Stanadyne is committed to supporting small and local suppliers and minority-owned businesses.

#### **Recommended Compliance Steps**

- To best meet these expectations, suppliers should have formal policies that prohibit harassment and discrimination and should periodically review hiring and promotion practices to ensure fair treatment of all employees.

### **Wages and Hours**

Stanadyne suppliers must follow all applicable laws regarding working hours, wages, and overtime pay. Working conditions, working time, and compensation must be fair and comply with the laws, standards, and practices applicable in the countries where they operate.

All suppliers must ensure all their workers receive at least the legally mandated minimum wages and benefits that meets local industry standards, which includes paying overtime and any incentive rates required to meet standards. Hourly wage rates for overtime should be higher than the rates for the regular work shift. Suppliers should conduct operations in ways that limit overtime to a level that ensures humane and productive working conditions. Workers should receive necessary time off, paid annual leave, and holidays, as required by local laws.

Suppliers must maintain required official documentation that verifies an employee's age, wages, and hours worked. Stanadyne reserves the right to review this documentation, if necessary.

## Freedom of Association

The right to freedom of association, to bargain collectively, and all other workplace rights of employees must be respected by suppliers accordance with local law, without interference, discrimination, retaliation, or harassment (ref. ILO Conventions n. 87 and n. 98). Employees should be able to choose whether or not to join a union and should not be subject to discrimination based on that choice.

## Safe and Healthy Workplace

Health and safety in the workplace are fundamental employee rights. All suppliers must provide and maintain a safe work environment in compliance with all applicable laws. Stanadyne expects supplier to comply with all applicable laws regarding working conditions, including worker health and safety, hygiene and sanitation, fire safety, risk protection, and electrical, mechanical, and structural safety.

A safe and healthy working environment is a critical component of an effective partnership between our company and its supply base. Fulfilling safe and healthy workplace expectations should encompass:

- Workplace Safety - Providing a work environment that is well lit, ventilated, and free from temperature extremes. Suppliers should assess their work environments for health and safety hazards and eliminate, control, or otherwise mitigate identified risks.

Ensuring there are sufficient, clearly marked, and unimpeded exits allowing workers to evacuate in an orderly fashion in the event of an emergency. Emergency exit routes should be posted and clearly marked in all facility sections. Make available fire alarms and adequate fire suppression for each work environment, along with adequate emergency lighting to illuminate exit routes, exits, and stairwells.

- Machine Safety - Equipping production and associated machinery with appropriate operational safety devices, and maintain, inspect, and service the machinery on a regular basis. Maintain strict policies that forbid the use of illegal drugs or alcohol in the factory and prohibit impaired employees from working.

- Employee Safety - Requiring appropriate personal protective equipment, such as gloves, steel-toe shoes or boots, safety glasses, goggles, hearing, and respiratory protection be used where applicable and made available to all workers at no cost. Ensure provisions are made for storing and supplying such equipment in a hygienic manner.
- Maintain procedures for timely dealing with injuries requiring medical treatment inside of the facility, as well as procedures to manage serious injuries or emergency cases requiring support from outside organizations.  
  
Provide safe and accessible drinking water for all workers and allow reasonable access to clean and sanitary toilet facilities throughout the working day.
- Training – Stanadyne encourages its supplier partners to establish training programs to enhance professional skill levels of their workers (ref. ILO Convention n. 155)

#### **Recommended Compliance Steps**

- Know and comply with applicable health and safety regulations.
- Post easy-to-follow warning signs and health and safety information signs.
- Establish a process to manage health and safety of activities performed by contractors.
- Provide all required training for employees, contractors, and others and ensure the effectiveness of such training in a timely manner.

### **Environmental Protection and Natural Resource Conservation**

As Stanadyne is a global company, it is our responsibility to ensure our actions around the world reflect a commitment to environment sustainability. We expect our suppliers and their subcontractors to comply with all local, national, and international environmental laws, regulations, and standards. In addition, we believe that Stanadyne suppliers should work to minimize waste, prevent pollution, and conserve energy.

It is important that suppliers manage compliance, minimize environmental impact, and drive continual improvement of environmental compliance.

- Suppliers should have procedures for notifying community authorities in case of an accidental discharge or release of hazardous materials into the environment, or in case of any other environmental emergency. Suppliers should implement an audit program for compliance to applicable

environmental regulations and standards, including a means to ensure corrective actions and avoidance of recurrence.

- Suppliers must maintain documentation to be able to respond to requests for information including but not limited to resource consumption, emissions, compliance, environmental risks, and liabilities and other environmental

sustainability metrics. We also encourage our suppliers to seek external verification concerning their environmental performance, such as through the ISO 14001 certification process.

### **Product Content**

Products should be designed and developed to take into account the impact they have on the environment and the potential to re-use and recycle them. Stanadyne suppliers are expected to use materials that conform to all legal and regulatory requirements and satisfy the company's product content rules identified in the Supplier Quality Manual. Stanadyne is also committed to adherence with "End of Vehicle Life" and "Registration, Evaluation, Authorization, & Restriction of Chemicals" ("REACH") requirements. Stanadyne suppliers are expected to cooperate fully with Stanadyne to satisfy these and other recycling and environmental and health protection initiatives.

### **Product Production**

To minimize the impact of production processes and products on the environment, suppliers should:

- Make every effort to optimize the use of resources and minimize polluting and greenhouse gas emissions.
- Properly manage, in compliance with applicable laws, waste treatment and disposal
- Avoid the use of potentially dangerous substances (as defined by applicable laws)
- Apply logistics management policies that take environmental impacts into consideration. An Environmental Management System (EMS), according to international standards (i.e. ISO14001, EMAS), is strongly recommended.

### **Prohibited Substances**

Certain substances, such as asbestos, cadmium, and hexavalent chromium are prohibited in Stanadyne products. The use of prohibited substances applies to all Stanadyne entities and suppliers providing any product or service to any company entity, including subsidiaries, joint ventures, partnerships, and company-owned distributors. Suppliers are wholly responsible for the end-product provided to Stanadyne regardless of the depth and complexity of the supply chain flow. Contact your Stanadyne Supply Chain Management representative for identified prohibited substances.

## **Product Origin Obligations and Conflict-Free Materials Sourcing**

Stanadyne is committed to complying with U.S. laws related to use and required tracking of certain minerals known as “Conflict Minerals.” Stanadyne suppliers are expected to respond to all product content and country of origin information requests. Suppliers manufacturing components, parts, or products containing Conflict Materials are encouraged to track their use.

We expect our suppliers to adopt and communicate their policies regarding Conflict Minerals to subcontractors, and where possible, require their supply chain to adopt and implement similar policies. Suppliers are expected to exercise due diligence, in accordance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, across their entire supply chains with respect to the sourcing of all tin, tantalum, tungsten, and gold contained in its products to determine whether those metals are from the Democratic Republic of the Congo (“DRC”) or any adjoining country. If any of these metals are contained in their products, their purchase must be determined whether they directly or indirectly finance or benefit armed groups that are perpetrators of serious human rights abuses in the DRC or an adjoining country. Countries that adjoin the DRC are Angola, Burundi, Central African Republic, the Republic of the Congo, Rwanda, South Sudan, Tanzania, Uganda, and Zambia.

### **Recommended Compliance Steps**

- Know and follow all applicable laws and maintain awareness of any legal or regulatory changes that may impact operations.
- Ensure employees are aware of all applicable laws and put systems in place to monitor compliance.
- Provide timely responses to requests for information regarding the presence and source of conflict minerals in products supplied to Stanadyne.

## **Legal and Legislative Compliance**

Stanadyne is a global company working in a very complex legal environment. Our guiding principle is clear: We obey the law, everywhere. This principle also extends to all Stanadyne suppliers, who are required to comply with the laws, rules, and regulations of their countries. This includes certain United States laws even if they are in another country.

### **Local and Regional Legislation**

Stanadyne suppliers are to follow their local and regional legislation guidelines as they continue to change throughout the life of the product they supply. The company also expects that suppliers enforce their subsequent supply chain to follow and enforce the rule of law in their respective. Any violation of local, regional, or country laws will not be tolerated, and any issue should be sent to review to Stanadyne as soon as it is known.

### **Trade Restrictions & Export Controls**

All Suppliers are either directly or indirectly responsible for the import and export of goods sold to Stanadyne and must be aware of and comply with all applicable laws that govern international trade. Accordingly, suppliers are expected to, among other things, make accurate customs declarations, not mischaracterize the value or nature of goods in any way that may create liability for Stanadyne and obtain (or assist in obtaining) any required licenses, approvals, or other permits.

### **Export Control Laws**

Stanadyne is subject to international laws that regulate, restrict, and sometimes prohibit business dealings with certain countries, entities, individuals and end-use applications. These restrictions can include controls on the export and re-export of goods or technical data to other countries or to employees with nationalities different from their location. Special rules also apply to products or technical data used in defense and military applications. Suppliers may obtain access to certain Stanadyne technology, information, product, or software that is regulated by these international trade control laws. Stanadyne expects its suppliers and subcontractors to be aware of these restrictions, not take any action that violates these regulations or company policy, and work with Stanadyne on any necessary compliance processes and required licensing.

### **Product Safety**

Stanadyne suppliers are expected to take all reasonable safety measures in connection with the design and manufacture of products it sells to Stanadyne. It is the obligation of every Stanadyne supplier to inform Stanadyne immediately if a question concerning safety of a product sold to Stanadyne arises.

### **Gifts, Favors, and Entertainment**

Stanadyne select suppliers on the basis of total value, including quality, price, and services offered. To respect conflicts of interest and avoid unfairly influencing Stanadyne employees through inappropriate gratuities, suppliers are to limit the giving and receiving of gifts, favors, entertainment, or other business courtesies to a significant value of less than \$100. While the exchange of courtesies such as meals, entertainment, and nominal gifts is a widespread business practice, these

exchanges must be casual and token. Ask your Stanadyne contract representative if any potential gift or entertainment is allowable under Stanadyne's policies.

Please note that Stanadyne employees are required to adhere to a corporate policy that prohibits them from accepting gifts and entertainment of significant value (greater than \$100). If a Stanadyne person solicits you for a gift or a favor, you should report the matter to Stanadyne Human Resources.

The following gift and business courtesies exchanges are never acceptable under Stanadyne policy:

- Any gift of cash or cash equivalents
- Any item offered with the expectation of something in return.
- Any business courtesy that involves parties currently in a competitive bidding process
- Any entertainment or other business courtesy that is indecent or in violation of our employee code of conduct.

## **Anti-Corruption**

Stanadyne strictly prohibits all bribery, kickbacks, or other improper payments. The company does not tolerate acts of bribery, whether if it is offered or paid directly by or on behalf of Stanadyne anywhere in the world to any officer, agent or employee of any customer, supplier, or competitor, or to a third party, including government officials or individuals in the commercial and private sector. Suppliers must follow the applicable law and company policy prohibiting anything of value to be given to any person or entity where the purpose is to obtain an improper business advantage. Bribery can include not just the payment of money, but the transfer of anything of value, including lavish entertainment or travel expenses, a future job offers, or political or charitable donations.

### **Bribery**

All Suppliers and their employees, agents or representatives are prohibited from directly or indirectly accepting, soliciting, offering, or paying a bribe or providing anything else of value (including gifts or gratuities, with the exception of commercial items of modest economic value) to any Stanadyne employee or any third party. Individuals, companies, and organizations acting on Stanadyne's behalf in any manner, must comply with this policy. Certification of understanding and evidence of compliance of this policy may be required before, during and after performing services for Stanadyne.

**Fair Competition Laws**

While Stanadyne competes aggressively for business, it is committed to competing fairly and honestly in the global marketplace. Company suppliers are expected to compete in the same manner and abide by the laws that deal with agreements among competitors or resellers, price discrimination, price fixing, and other acts or situations that may unfairly reduce competition. Suppliers are expected to conduct their business in line with fair competition principles and in accordance with applicable antitrust and competition laws.

**Negotiating Fairly and Honestly**

Information given to Stanadyne during the course of negotiations or otherwise must be accurate. Efforts to improperly influencing the course of negotiations through any deceptive means must not be attempted. Suppliers must abide by all laws and regulations that may affect business, including laws related to fair competition and trade practices.

**Accurate Records**

Suppliers will provide Stanadyne with accurate and complete invoices and other transaction documentation. Suppliers will not assist or engage in any action or inaction that could reasonably be expected to result in Stanadyne's financial and accounting records not being accurate and complete in all respects. Discounts, rebates, and other credits will be provided to Stanadyne in full and within the designated period earned or granted, unless otherwise specified in the terms of the applicable agreement. In addition, the amount and effective date of any price increases must be in accordance with the agreed terms and conditions. Costs, fees, and expenses chargeable to the company must be clearly and accurately described and actually incurred.

**Anti-Money Laundering**

No Suppliers may engage or otherwise become involved in any activity involving, or which may give rise to the appearance of, money laundering and shall strictly comply with applicable anti-money laundering laws.

**Protecting Confidential Information, Technology, and Intellectual Property**

Technology and knowledge give Stanadyne a competitive edge, which must be maintain by partnering with suppliers to protect our propriety information. Suppliers are entrusted with and responsible for safeguarding Stanadyne confidential information and intellectual assets and are expected to maintain physical and electronic security for all sensitive information. Both Stanadyne and supplier partner employees should use extreme care in protecting all types of sensitive information, including conducting face-to-face confidential discussions in secure locations.

- Intellectual Property - Suppliers must respect intellectual property rights and safeguard all Stanadyne Group information, including, but not limited to, know-how, expertise, trade secrets, financial information, new product, or service development plans, and other sensitive company or personal information. Intellectual property and related information access should be limited to only to supplier personnel with legitimate business need when permitted by applicable law. Suppliers must ensure their own supply chain network respects the intellectual property rights of others. Reasonable steps must be taken to ensure that their vendors, through all tiers, safeguard sensitive information. Suppliers must avoid transmitting information from other customers to Stanadyne without written permission. If a supplier becomes aware of any violation of Stanadyne’s intellectual property rights, they are obligated to immediately notify the company. A supplier must not register any Stanadyne intellectual property under their own name, nor use it for any other purposes. At the request of Stanadyne or at the end of a supply relationship, suppliers must return sensitive information or certify its destruction.
- Confidential information – If sensitive information is to be discussed or exchanged between Stanadyne and a supplier, or a supplier and a third party, the parties must first ensure that a Confidentiality or Non-Disclosure Agreement has been signed. Do not print or download confidential Stanadyne documents without permission. No Stanadyne confidential information should be stored on a USB “thumb” drive or other portable device, nor should it be transmitted using unsecured means, such as personal email accounts, text messaging, instant messaging, or social media. Confidential information should not be stored in unauthorized locations, such as personal email servers or an employee’s private electronic device, without proper approval.
- Anti-Counterfeit - Stanadyne strives to ensure all of its products are of the highest quality and reliability. The use of counterfeit parts in its products is strictly prohibited. Suppliers have a responsibility to know the origins of all parts and materials and to ensure their authenticity. They are expected to respond to requests for information regarding the source of any parts or materials and detect and report counterfeit parts or suspected counterfeit parts that may appear in the supply chain.
- Trademarks and Copyrights: Avoid using the Stanadyne brands, including registered and unregistered trademarks, without written authorization.

### **Protecting Personal Data & Privacy**

Stanadyne is committed to protecting the privacy and personal data of employees and customers. Local laws, company privacy policies and security requirements are to be followed when collecting or transferring personal data. Prior to handling personal data, suppliers handling employees' and customers' personal data must comply with all regulatory requirements and must meet security standards.

### **Conflicts of Interest**

Business must be conducted in an open, transparent way and with the highest integrity. There is the potential for a conflict of interest if a supplier's employee or family member has a close relationship with a Stanadyne employee who can make decisions that will affect the supplier's business. Therefore, these types of relationships must be disclosed before entering into negotiations and whenever they arise. Suppliers should formally disclose employees or employees' family members work for Stanadyne, have a financial interest in the company, or have any kind of past or present business relationship with the company. To better ensure that such notifications occur, suppliers should have policies regarding conflicts arising from personal relationships and the giving and receiving of gifts and other business courtesies.

Suppliers must disclose any actual or potential conflict of interest and discuss it with Stanadyne management. Any activity that is approved, despite an actual or apparent conflict, must be documented.

## **Supplier Code of Conduct Commitment & Compliance**

### **Good Ethics is Good Business**

As we do business together, we believe that adherence to the Supplier Code of Conduct will serve all parties. If you have any questions concerning whether particular conduct related to your supply of goods or services to Stanadyne is appropriate, we invite you to bring that matter to the attention of your business contact at Stanadyne. We will provide assistance or will seek additional guidance as appropriate.

### **Supply Chain Transparency**

Supply chain transparency is required to confirm compliance to this code of conduct. To monitor this, Stanadyne, along with our customers, will periodically request and review documentation, conduct onsite audits, visit supplier facilities, review, and approve corrective action plans, and verify implementation of corrective action where needed to ensure Supplier Code of Conduct compliance.

Keep documentation relating to compliance with the Supplier Code of Conduct and provide Stanadyne with documentation access upon request. Sub-contractor and supply chain management compliance documentation should also be maintained.

### **Communication**

Suppliers are expected to assist Stanadyne in enforcing the Suppliers' Code of Conduct Guide by communicating its principles to their supervisors, employees, subsidiaries, affiliates, and subcontractors. Suppliers must ensure their suppliers and subcontractors who support Stanadyne business are aware of and comply with it.

Suppliers are expected to take the necessary steps to ensure their employees understand and comply with the Supplier Code of Conduct, including annually communicating its details in applicable local business languages.

### **Reporting Violations**

Any code is only as effective as the efforts to enforce it. Therefore, Stanadyne suppliers are expected to maintain a system to monitor Supplier Code of Conduct compliance. They are responsible for reporting suspected violations of law and the Supplier Code of Conduct to the company. Suppliers may use the Stanadyne's compliance helpline, available at (INFO) to report compliance concerns.

In addition, suppliers are expected to provide a reporting process and policy for employees to raise concerns without fear of retaliation. Where allowed by law, it is encouraged to maintain a system that allows for anonymous reporting of concerns. If an employee at a Stanadyne supplier has a concern about a potential violation of the Supplier Code of Conduct that is not being addressed, they may directly report the potential violations using Stanadyne's compliance helpline, available at (INFO).

### **Monitoring and Remedial Actions**

If Stanadyne determines that a supplier has violated this Code, the supplier must provide information relating to the incident(s) and show within 30 days the corrective actions taken. Follow up will be conducted to make sure the condition has been corrected. Stanadyne reserves the right to terminate agreements with suppliers for noncompliance or for violations of law.

### **Questions and Concerns**

If you have any questions or concerns, or need any additional information or assistance, related to any of the matters identified in this Guide, please contact your Stanadyne Purchasing representative.

Thank you for all you do to make Stanadyne successful and help us strive to our customers' supplier of choice.

## **Stanadyne**

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### References:

- Universal Declaration of Human Rights
- International Labor Standards (ILO)
- OSHSAS Health and Safety Standard
- UN convention against Transnational Organized Crime.



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