

SUPPLIER CODE OF CONDUCT

Northern Safety & Industrial “NSI” has been keeping workers safe and productive for over 30 years. NSI’s core values are Candor, High Performance, Indispensable Service, and People. Our Supplier Code of Conduct was created to ensure our supply chain also follows the same core values we have. We expect all of our suppliers to uphold these basic business principles and expectations to ensure we are maintaining legal requirements, ethical practices, human rights, and environmental management. This Supplier Code of Conduct was updated in January 2020 and will continually be updated as needed in the future.

COMPLIANCE WITH THE LAW

All suppliers must comply with the laws and regulations in the countries they reside in or operate business in. This applies to any country or jurisdiction in which the supplier’s business is conducted in. Should the supplier be in violation of the law in which it will impact the supply chain, they are required to alert NSI.

BUSINESS ETHICS

NSI requires suppliers to perform business ethically and responsibly in all countries they operate in.

- Bribery, corruption, kickbacks, inappropriate gifts, extortion, embezzlement, and conflicts of interest will not be permitted.
- Suppliers’ business operations and activities should be honest and fair.
- Suppliers with access to NSI’s confidential information shall maintain confidentiality and not disclose any information to any other person without the written consent of NSI.

FREEDOM OF ASSOCIATION

Suppliers shall respect the rights of their employees to form, join, or not join in trade unions or collective bargaining in accordance with applicable laws and regulations. Workers must not encounter retaliation, harassment, intimidation, or discrimination if they form, join, or not join trade unions or collective bargaining.

CHILD LABOR

NSI does not permit or tolerate any form of child labor that violates local law. Young workers shall meet the schooling level or age limit specified by local laws in which the suppliers operate in. Young workers are not permitted to do work that would be physically harmful or work that would impact their mental and physical development. Hazardous work is not allowed until the worker is above 18 years of age.

FORCED LABOR AND HUMAN TRAFFICKING

NSI does not permit or tolerate any form of forced labor or human trafficking. All supplier workers must be on a voluntary basis with no threats or use of force. Workers must be allowed freedom of movement and suppliers are not allowed to use prison, bondage, forced, debt induced labor, or engage in any forms of slavery or human trafficking.

Workers are free to leave work as they please and terminate their employment with reasonable notice. Suppliers will only employ workers that are legally authorized to work in their facility and in accordance to local laws and jurisdiction.

FAIR AND EQUAL TREATMENT

Suppliers must provide a discrimination and harassment free environment for their workers. All workers must be treated with respect and dignity. No worker should be subject to physical, sexual, psychological, verbal harassment, abuse, or any other form of intimidation. There shall be no discrimination in employment including hiring, compensation, advancement, discipline, termination, or retirement. Discrimination based on ethnicity, religion, age, disability, gender, sexual orientation, political affiliation, health, or pregnancy is not tolerated.

Suppliers shall provide workers with grievance mechanisms that will be anonymous, transparent, fair and unbiased, and responsive. No worker shall face retaliation from submitting complaints.

WORKER HEALTH & SAFETY

Suppliers must provide safe and healthy working conditions for their workers. The supplier is required to provide any necessary personal protective equipment to the workers in order to provide a safe working environment. Workers reserve the right to refuse work if there are unsafe or unhealthy working conditions. Potable drinking water must be provided. Adequate restroom facilities for male and females must be provided. Workers shall be trained in accordance with any safety procedures that apply to local jurisdiction. Should suppliers have any hazardous materials, they must store and maintain them in accordance with local laws and jurisdiction.

The supplier must maintain first aid equipment that will be readily available to the workers if necessary. The supplier must maintain records of injuries and accidents in the work place.

WORKING BENEFITS, COMPENSATION, AND HOURS

Suppliers are required to pay workers on time and in accordance with local laws and regulations. Upon hire, suppliers are required to provide workers information regarding their compensation package which includes wages, overtime pay, benefits, and paid/unpaid leave. Paid leave should meet or exceed legal standards.

Work schedules, break times, and minimum wages shall follow local laws and regulations. Any overtime work shall be voluntary.

ENVIRONMENT

Suppliers operations must follow local laws and regulations by following the required environmental permits and registrations to ensure there are legally compliant. The supplier shall minimize the use of natural resources, such as energy and water, and find ways to be more efficient. The supplier shall prevent pollution and minimize waste.

Suppliers should actively measure and report their environmental impact and have goals to reduce their environmental impact.

AUDITING

NSI reserves the right to request documentation in order to verify that the supplier is compliant with the above policies. NSI reserves the right to perform on-site audits on all suppliers within the supply chain for validation. Should NSI discover that a supplier is in violation of any of the above policies a corrective action will be required in a timely manner determined by NSI. Should the supplier not follow the corrective action it is within our right to terminate the relationship with the supplier and cancel all existing orders and contracts.