

WHERE TECHNOLOGY
& CREATIVITY MEET



COREMARK

METALS

SUPPLIER CODE OF CONDUCT

SUPPLIER CODE OF CONDUCT:

WE'RE COMMITTED TO "DOING WHAT'S RIGHT":

The mission of Coremark Metals is to provide quality products and services, develop impactful partnerships, and enhance lives through meaningful experiences. We can achieve this purpose only by working with suppliers who operate in alignment with our CORE values:

COMPASSION

We show concern for the distress of others and act on the desire to do something about it.

ORIGINALITY:

We think outside the box to create unique and custom outputs.
We honor and embrace our authentic selves.

RELIABILITY:

We build trust in the Coremark brand by meeting standards of excellence and taking pride in who we are and what we stand for.

ETHICS:

Our moral principles guide business practices; we are committed to "doing what's right."

This Supplier Code of Conduct explains how we expect business partners to operate in alignment with our values and purpose. When selecting supply partners, we consider adherence to the following five expectations:

1. FOLLOW THE LAW.

Recognize and accept the responsibility to observe the spirit and letter of applicable laws, rules, and regulations. This includes treating legal requirements as a minimum standard and alerting Coremark Metals if legal compliance is not maintained in business operations.

2. CONDUCT BUSINESS BASED ON ETHICS AND FAIR DEALINGS.

Demonstrate trust, integrity, and mutual accountability. Develop and utilize controls to detect and prevent fraud, misrepresentation of fact, theft, corruption, bribery, conflicts of interest and/or extortion.

3. TREAT PEOPLE WITH DIGNITY AND RESPECT.

Protect the health, safety, and well-being of those whose lives are impacted through business activities. This includes providing a physically, emotionally, and psychologically safe and inclusive workplace, providing competitive pay, complying with applicable labor laws, and prohibiting forced and/or child labor in supply chains or any other business operation.

4. PRACTICE ENVIRONMENTAL STEWARDSHIP.

Honor commitments to reduce the environmental impact of doing business and mitigate disruptions to climate, land, water, soil, air, and biodiversity. Maintain a conflict-free supply chain.

5. PRESERVE CONFIDENTIALITY AND PRIVACY.

Supply partners may become aware of confidential information about Coremark Metals including but not limited to product development and pricing, software and computer programs, marketing strategies, suppliers, customers, and/or potential customers. Keep such information confidential; do not improperly copy, remove, use, or disclose.

Compliance with this Supplier Code of Conduct:

It is our goal to develop impactful partnerships with suppliers who comply with this code of conduct and align with the CORE values of Coremark Metals: Compassion, Originality, Reliability, and Ethics.

We take a risk-based approach to assessing suppliers and collecting evidence of compliance with the requirements listed in this code of conduct. We expect supply partners to cooperate with reasonable requests for information, certifications, agreements, and audit access to verify compliance and to ensure these principles are being upheld.

If we become aware of a concern or potential breach of conduct, we will investigate the issue and work with the supply partner to create an action plan to achieve compliance. During an audit or investigation, we reserve the right to suspend operations, including those under contract. If we determine that compliance cannot be reached, or if a supply partner is unwilling to engage in the corrective action process, we reserve the right to terminate our agreement(s).

While this code of conduct represents minimum requirements to be a Coremark Metals supplier, we encourage business partners to follow their Business Management System to ensure operations and decisions align with ethics goals and standards in a meaningful way.

To Report a Concern:

If you see, or have reason to suspect, a breach of conduct, please contact Coremark Metals directly via the compliance department: lbecherer@coremarkmetals.com or **612-877-4732**.