

## **Business Partner Code of Conduct**

Calvary Industries, Inc. believes in social and environmental responsibility as well as ethical conduct and expects its business partners to do the same.

Calvary and its business partners have an obligation to observe high standards of integrity and fair dealing. This is the foundation for and the reason why Calvary has enabled the Business Partner Code of Conduct based on the UN Universal Declaration of Human Rights and UN Global Compact.

Calvary monitors the implementation and adherence of the Business Partner Code of Conduct. Calvary assesses its business partners' compliance with its requirements. Violations are handled immediately, and any violations may jeopardize the business partner's business relationship with Calvary, up to and including termination of partnership.

This Code of Conduct is included in our Terms and Conditions for all suppliers. It outlines our requirements for supplier compliance with Calvary standards for Business Ethics, Human Rights & Labor, Environmental and Sustainability initiatives, Health & Safety as well as Legal language.