



Supplier Code of Conduct

1. Purpose and Scope

This Supplier Code of Conduct (“Code”) establishes the minimum standards required of all suppliers, vendors, contractors, and their affiliates (“Suppliers”) providing goods or services to Melton Machine & Control Company (MMCC) (“Company”). Suppliers shall comply with all applicable federal, state, local, and international laws, regulations, and standards. Suppliers shall implement appropriate policies, procedures, and controls to ensure compliance with this Code and shall communicate these requirements throughout their supply chain.

2. Labor and Human Rights

Suppliers shall respect and uphold internationally recognized human rights. Suppliers shall not engage in or support the use of child labor, forced labor, or human trafficking. Suppliers shall ensure wages, benefits, and working hours comply with applicable laws. Employment shall be voluntary, and workers shall be free to leave employment upon reasonable notice. Suppliers shall prohibit discrimination and harassment, support diversity and inclusion, and respect the rights of minorities and indigenous peoples. Suppliers should not engage in unlawful land acquisition or forced eviction and shall ensure any security practices respect human rights.

3. Health and Safety

Suppliers should provide a safe and healthy working environment in compliance with all applicable laws. Suppliers shall identify and mitigate occupational hazards, provide appropriate personal protective equipment, conduct regular safety training, and maintain emergency preparedness procedures. Workplace injuries and illnesses shall be recorded and managed appropriately.

4. Ethics and Business Integrity

Suppliers shall conduct business with integrity and in compliance with all applicable laws, including anti-corruption, anti-bribery, and anti-money laundering laws. Suppliers shall maintain accurate records, disclose information truthfully, comply with antitrust laws, avoid conflicts of interest, and respect intellectual property rights. Suppliers shall prevent counterfeit parts, comply with export controls and sanctions, and protect confidential and personal data. Suppliers should provide mechanisms for reporting concerns and prohibit retaliation.

5. Environmental Responsibility

Suppliers shall comply with all environmental laws and strive to minimize environmental impact. Suppliers should monitor and reduce greenhouse gas emissions, improve energy efficiency, support renewable energy, and implement decarbonization initiatives. Suppliers shall manage water use, air emissions, chemicals, and waste responsibly, promote recycling, protect biodiversity, and ensure sustainable resource use.

6. Supply Chain Responsibility

Suppliers should ensure that their subcontractors and suppliers adhere to standards substantially similar to those contained in this Code. Suppliers shall monitor compliance and take corrective actions where necessary.

7. Audit and Compliance

Company reserves the right to audit Supplier's compliance with this Code upon reasonable notice. Suppliers shall provide access to relevant records, facilities, and personnel. Suppliers shall cooperate fully with any audit or investigation and promptly address any identified non-compliance through corrective action plans.

8. Indemnification

Supplier agrees to indemnify, defend, and hold harmless Company, its affiliates, and their respective officers, directors, employees, and agents from and against any and all claims, damages, losses, liabilities, costs, and expenses (including reasonable attorneys' fees) arising out of or related to Supplier's breach of this Code, violation of applicable laws, or misconduct.

9. Compliance and Enforcement

Suppliers shall maintain documentation demonstrating compliance with this Code. Failure to comply may result in corrective actions, suspension, or termination of the business relationship at Company's discretion.