

# Supplier Code of Conduct

As a technology and engineering company with manufacturing facilities around the world, we at Copeland view our corporate social responsibility broadly and seriously. Our purpose as a company is to drive innovation that makes the world healthier, safer, smarter, and more sustainable. As such, we strive to deliver to our customers sustainable solutions that improve efficiency, reduce emissions, and conserve resources and we look to our business partners to share, project and protect our values and principles. Copeland expects our business partners to demonstrate responsibility and a firm commitment to integrity, respect, fairness and honesty to both people and the environment.

As our suppliers play a central role in our sustainability-oriented value chain, we require all of our business partners to familiarize themselves with the Copeland Supplier Code of Conduct as we expect each partner to understand and adhere to these principles within their businesses and throughout their entire supply chain.

## Ethics

### ➤ Highest Ethical Behavior

Copeland policies and practices direct all employees and business partners to conduct business lawfully and ethically wherever we operate. We adhere to firm, uncompromising standards for Copeland's leadership and employees with respect to interactions with customers, suppliers, government agencies and the public and we demand that our business partners support this requirement as they work with Copeland businesses and representatives.

### ➤ Anti-corruption

We require our business partners to comply with all laws and regulations forbidding payment of money, products, gifts or services, directly or indirectly, to any individuals or entities in order to corruptly induce favorable business treatment or to corruptly affect governmental decisions.

### ➤ Conflicts of Interest

Copeland considers it highly inappropriate for any business partner's employees to have any personal, business or financial interest that conflicts with his or her responsibilities to their employer, particularly as it pertains to Copeland-related business.

### ➤ Ethics Hotline

To facilitate reporting of ethics concerns, Copeland employees and business partners are provided an Ethics Hotline in the more than 80 countries in which we operate. Reports to the hotline are anonymous if requested. We tolerate no form of reprisal against employees or business partners who report concerns. Employees and business partners can report business-related concerns by calling Copeland's Ethics and Compliance Hotline toll free (in USA and Canada) at 1-800-893-2525 or collect at 001-770-776-5640 (in the European Union), 400-6-612-074 (in China), or +1 770-582-5243 (in all other countries).

## Human Rights and Labor

### ➤ Conditions of Employment

Copeland requires our business partners to operate with reasonable working hours and to maintain a positive and productive work environment consistent with commonly accepted practices in each locale.

### ➤ Prohibition of Child Labor

Copeland will not tolerate the use of child labor and we forbid our suppliers to use child labor in their operations or within their supply chain.

### ➤ Prohibition of Forced Labor

Copeland will not tolerate, and we forbid our suppliers to use any form of forced, bonded or indentured labor, debt or involuntary servitude, any other form of modern slavery, or involuntary prison work in their operations or within their supply chain. Further, compensation practices should comply with applicable wage laws, including those relating to minimum wages, overtime compensation and legally mandated benefits.

### ➤ Humane Treatment

Copeland will not tolerate any form of harsh or inhumane treatment, including sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse.

### ➤ Discrimination

Copeland requires business partners to prohibit discrimination against or harassment of any employee or applicant on the basis of race, color, religion, sex, sexual orientation, age, disability, national origin, or any other factor deemed unlawful.

### ➤ Freedom to Associate

Business partners must respect the rights of workers to associate freely and seek representation in accordance with local laws.

### ➤ Working and Living Conditions

Copeland requires our business partners to have a healthy and safe working environment in accordance with all applicable laws and regulations and to protect employees from short, immediate and long-term harm. Where housing is provided, business partners are required to provide a healthy and safe living environment for employees in accordance with all applicable laws and regulations.

## Environmental Sustainability

Copeland has been actively seeking to contribute to the Sustainable Development Goals established by the United Nations. We are making our operations and our products more sustainable and we expect our business partners to adopt the same approach. We encourage

conversations between Copeland and our business partners to collaborate with them on the topic of environmental sustainability, to educate each other to find solutions for improvements, and to find synergies.

➤ **Operational Sustainability**

Business partners must operate their facilities in a manner that protects the environment and meets or exceeds applicable laws and regulations. We further stress to our business partners the need to implement and foster programs that reduce the environmental footprint of their operations. We encourage our business partners to make reasonable efforts to:

- (a) measure their carbon footprint, reduce energy consumption and reduce greenhouse gas emissions in their facilities;
- (b) reduce waste through source reduction, recycling, and the reduction and, where possible, elimination of hazardous waste;
- (c) reduce water consumption in their facilities.

➤ **Product Sustainability**

We emphasize the importance of creating innovative products and services that improve energy and material efficiency, reduce emissions, and minimize environmental impact.

**Other**

➤ **Management Systems**

Business partners must maintain a management system that demonstrates adoption of the principles embodied in this Supplier Code of Conduct and that tracks and documents compliance with all applicable laws, government policies and regulations.

➤ **Supply Chain Management**

Copeland requires our business partners to use their best efforts to extend the principles embodied in this Supplier Code of Conduct to their suppliers and agents that are engaged in the production, supply and support of products or services for Copeland.

➤ **Supply Chain Security**

Copeland requires its business partners to adhere to supply chain security requirements as defined at [Copeland.com](https://www.copeland.com). Copeland expects its business partners to utilize Copeland-contracted carriers where and when feasible, and to ensure containerization and shipment security practices conform to U.S. Customs Trade Partnership Against Terrorism (“CTPAT”) and Authorized Economic Operator (“AEO”) requirements.

➤ **Cybersecurity**

Business partners must maintain the appropriate risk management controls to prevent data breaches and ransomware attacks, and to ensure device security throughout their entire business and supply chain.