



January 11, 2023

Dear Supplier:

The intent of this letter is to request your commitment as a Kleen Test Products Corporation ("Kleen Test") supplier to the values and ethical standards we hold ourselves to.

Kleen Test has built its reputation as a successful and reliable organization based on its core business principles of Safety, Quality and Customer Service. These core principles are additionally based on ethical business practices and maintaining high levels of integrity in all our dealings. In keeping with those principles, Kleen Test further understands that our suppliers' conduct is key in the future success of our company. We choose to align with those suppliers that share our core values and principles. It is our intention to only align with supply partners that share and support the same values and ethical standards as Kleen Test.

Accordingly, in addition to providing a safe work environment to your employees and supplying safe, quality materials on a timely basis to Kleen Test, we ask that you comply with the Ethical Trading Initiative (ETI) Base Code dated April 1, 2014. Kleen Test has complied with this code for many years and compliance with it (or a similar code) is required by our largest customers. A copy of the ETI Code is enclosed for your review and acceptance as a business practice.

If you have any questions about this Supplier Code of Conduct, you may contact your Kleen Test purchasing representative.

Regards,

A handwritten signature in blue ink that reads 'Christopher Burke'. The signature is written in a cursive style with a large, sweeping 'C' and 'B'.

Christopher Burke

Supply Chain Manager

Your Brands, In Trusted Hands™

The ETI Base Code Principles

1. Employment is freely chosen
2. Freedom of association and the right to collective bargaining are respected
3. Working conditions are safe and hygienic
4. Child labor shall not be used
5. Living wages are paid
6. Working hours are not excessive
7. No discrimination is practiced
8. Regular employment is provided
9. No harsh or inhumane treatment is allowed

The provisions of this code constitute minimum and not maximum standards, and this code should not be used to prevent your company from exceeding these standards. Companies applying this code are expected to comply with national and other applicable law and, where the provisions of law and this Base Code address the same subject, to apply that provision which affords the greater protection.

A complete copy of the code can be found at: <https://www.ethicaltrade.org/eti-base-code>.