

# CALIFORNIA TRANSPARENCY IN SUPPLY CHAIN ACT

## **Corporate Social Awareness or Social Responsibility**

Corporate Social Responsibility (CSR) is the decision-making and implementation process that guides all company activities in the protection and promotion of international human rights, labor and environmental standards and compliance with legal requirements within its operations and in its relations to the societies and communities where it operates. CSR involves a commitment to contribute to the economic, environmental and social sustainability of communities through the on-going engagement of stakeholders, the active participation of communities impacted by company activities and the public reporting of company policies and performance in the economic, environmental and social arenas.

## **SUPPLIER CODE OF CONDUCT**

This Supplier Code of Conduct (“Code”) sets forth Reser’s desire to do business with suppliers, contractors, vendors and partners (collectively referred to as “Suppliers”) that conduct business applying sound and responsible ethical, social and environmental practices. Reser’s recognizes that there are different legal and cultural environments in which Suppliers operate throughout the world. This Code outlines the minimum requirements that Suppliers must meet to do business with Reser’s. We encourage our Suppliers to ensure that this Code is communicated throughout our supply chain.

## **CHILD AND FORCED LABOR WILL NOT BE TOLERATED**

Suppliers are prohibited from using workers under the legal age of employment in any country or local jurisdiction where the Supplier performs work for Reser’s. If the minimum age of employment is not defined, the minimum age of employment shall be 14 years of age. In cases where minors are authorized to work, we expect our Suppliers to observe all legal requirements, particularly those pertaining to hours of work, wages, minimum education and working conditions. Reser’s shall not tolerate the use of indentured, slave, bonded or other forced involuntary labor by its Suppliers.

## WAGES, BENEFITS AND WORKING HOURS

Suppliers shall not pay less than the minimum wage in accordance with local laws or the prevailing market, whichever is higher. Suppliers shall maintain reasonable employee work hours in compliance with local standards and applicable national laws of the countries and regions in which the Supplier does business. Reser's requires Suppliers to comply with the statutory requirements for working hours for employees. Reser's will not use Suppliers that, on a regularly scheduled basis, require employees to work in excess of the statutory requirements, unless those employees are properly compensated as required by applicable law.

## HEALTH AND SAFETY GUIDELINES

Suppliers must share Reser's commitment to providing a safe and healthy workplace and to treating employees fairly and in compliance with local laws. Health, safety and other workplace standards must meet all local laws and safety regulations. Worker housing, where provided, must meet the same standards for health and safety as those that apply in the workplace.

## NON-DISCRIMINATION

Reser's requires its Suppliers to uphold a commitment to basic principles of human rights. This means that Suppliers should not discriminate against employees in hiring, promotion, salary, performance evaluation or any other term or condition of work, on the basis of race, color, national origin, gender, sexual orientation, religion, disability, or any other basis prohibited by law in the applicable jurisdiction.

## DISCIPLINARY PRACTICES

Reser's believes that everyone should be treated with dignity. Suppliers shall not inflict or threaten to inflict corporal punishment or any other forms of physical, sexual, psychological or verbal abuse or harassment on any employees

## ENVIRONMENTAL GUIDELINES

Reser's will actively seek Suppliers that share our commitment to protecting the environment. Suppliers shall abide by all federal, state and local environmental laws. Reser's shall look favorably upon Suppliers that work to sustain, protect and restore the environment, by such

means as energy conservation, recycling and proper disposal of waste, as well as by environmental restoration.

#### COMMUNITY INVOLVEMENT

Reser's seeks to work with Suppliers that partner with local governments and communities to improve the educational, cultural, economic and social well-being of the communities in which they serve and live.

#### COMMUNICATION

Suppliers are encouraged to take appropriate steps to ensure that provisions of this Code are communicated to their employees and throughout their own supply chain. Suppliers are also encouraged to ensure that the principles referred to above are adopted and applied by their employees, suppliers, agents and contractors as far as reasonably possible.