

Supplier Code of Conduct

Elemental Enzymes is committed to conducting our business in accordance with the highest ethical standards and in compliance with all applicable laws, rules and regulations. We prioritize partnerships with vendors and suppliers who uphold safe, ethical workplace practices and legal compliance. All suppliers are expected to adhere to the principles outlined in this Supplier Code of Conduct (“Code”).

This document defines our expectations and complements any existing agreements with Suppliers. It does not override specific contractual obligations but serves to reinforce and enhance them. If contractual agreements impose stricter requirements, suppliers must adhere to those higher standards.

A Supplier's commitment to and compliance with this Code will be a key factor in Elemental Enzymes' decisions regarding business relationships. We reserve the right to modify this Code as necessary and will promptly communicate any updates to our suppliers.

Ethics & Compliance

- Conduct business with integrity, avoiding corruption, bribery, fraud, and other unethical practices.
- Adhere to all applicable laws and regulations.
- Commit to transparency and timely disclosure of business-related information including, structure, financial status, and performance.
- Safeguard sensitive information and data related to the Elemental Enzymes business relationships.

Employment & Labor

- Maintain zero tolerance for forced labor, child labor, involuntary labor, and human trafficking.
- Respect for worker’s rights, including fair wages, safe working conditions, and reasonable working hours.
- Foster a workplace culture of respect and dignity, free from harassment or discrimination based on race, color, religion, sex, national origin, age, disability, genetic information, or other characteristics protected by law.

Health and Safety

- Provide a safe working environment with effective health and safety policies and training to minimize risks and ensure employee well-being.
- Comply with all health and safety laws and regulations.
- Supply employees with all appropriate personal protective equipment (PPE).

- Properly manage hazardous materials and chemicals.
- Establish emergency management responses and procedures.
- Implement risk-reduction measures, including safety assessments and incident reporting.

Environmental Responsibility

- Adopt sustainable business practices, including energy efficiency, water conservation, soil pollution prevention, and waste reduction.
- Minimize water, energy, and material waste within the supply chain.
- Manage waste in a socially and environmentally responsible manner.
- Adhere to all local, state, federal, and international environmental laws and regulations.

Product Quality and Safety

- Implement Quality Control procedures or a comprehensive Quality Management System to ensure consistent quality standards.
- Ensure products meet all safety and quality regulations throughout production.
- Establish protocols for defect reporting and corrective actions.

Responsible Sourcing

- Source ethical and sustainable products.
- Avoid conflict-affected or high-risk material sourcing.
- Commit to sustainability within the supply chain by working with environmentally and socially responsible partners.

Compliance and Monitoring

- Participate in audits and evaluations to ensure compliance with this Code.
- Address non-compliance swiftly and implement corrective actions without delay.
- Practice and support continuous improvement in internal operations and throughout the supply chain.

Reporting Concerns

- If a Supplier becomes aware of or suspects misconduct relating to services rendered to or on behalf of Elemental Enzymes, or a violation of this Code, they must promptly report it to their Elemental Enzyme's contact.