



SUPPLIER CODE OF CONDUCT

PRATT INDUSTRIES, INC.

is a leading, privately held packaging manufacturer founded on and guided by core values and principles. As such, Pratt's leadership and employees are committed to promoting a safe, environmentally responsible workplace that meets or exceeds all applicable local and national laws and regulations. The same is expected of those with whom we do business.

Pratt's suppliers must take reasonable steps to ensure that this Code of Conduct is communicated to, understood by, and complied with by its employees, contractors, agents, and sub-contractors.

Failure to comply with any of these expectations may result in the termination of the supplier's relationship with Pratt, as well as any other remedies available as a matter of law.

Pratt's suppliers agree to:

- strictly adhere to all applicable local and national laws and regulations regarding workers' age, pay, hours worked (including overtime), and benefits;
- not engage in or tolerate child labor, forced labor, or human trafficking;
- have written policies to ensure a non-discriminatory workplace;
- ensure formal processes by which employees can obtain advice or report concerns in a confidential manner;
- be committed to fair and honest dealings with all customers, suppliers, competitors, and employees;
- provide employees with a safe and healthy workplace in compliance with all applicable environmental laws and regulations;
- operate in a sustainable manner that is protective of the environment, at a minimum complying with all applicable environmental laws and regulations;
- take all necessary steps to protect, keep confidential, and use only as agreed to Pratt's proprietary information and intellectual property.

SUSTAINABILITY
IS ALWAYS PART OF THE PACKAGE