



SUPPLIER CODE OF CONDUCT

Ross Machine Company is committed to the highest standards of ethics and business conduct. Ross Machine's customers require us to ensure our suppliers uphold standards that align with our values of integrity, quality, and sustainability.

1. Compliance with Laws

Suppliers should adhere to all applicable laws and regulations in their operations, including labor, health, safety, and environmental regulations.

2. Ethical Labor Practices

- No forced or child labor: Suppliers should not employ individuals under the legal working age or use forced labor.
- Fair treatment: All workers should be treated with respect and dignity, free from discrimination and harassment.
- Right to organize: Workers have the right to freely choose to join or not join labor unions.

3. Health and Safety

Suppliers should provide a safe working environment, ensuring that employees have access to necessary safety equipment and training.

4. Environmental Responsibility

Suppliers are expected to minimize their environmental impact by:

- Reducing waste and emissions.
- Using resources efficiently.
- Complying with all environmental regulations.

5. Quality Assurance

Suppliers should consistently deliver products that meet our quality standards. Regular inspections and adherence to specifications are required. Ross Machine requires notification and approval prior to accepting any nonconforming product at our facility.

6. Confidentiality

Suppliers should protect any confidential information shared by our organization and not disclose it without permission.



7. Fair Business Practices

Suppliers should engage in fair competition and avoid practices that could be considered fraudulent or deceptive.

8. Continuous Improvement

Suppliers are encouraged to pursue ongoing improvements in their practices, products, and processes to enhance sustainability and efficiency.

9. Reporting Violations

Suppliers should have a process in place for reporting any violations of this code. We encourage open communication and will address concerns without retaliation.

Acknowledgment

By partnering with Ross Machine Company, suppliers acknowledge their commitment to uphold this Code of Conduct and to work collaboratively towards shared goals of quality, integrity, and sustainability.

Questions

For questions or concerns about this Code, including its application to specific circumstances in connection with your organization's performance of work for Ross Machine, or suspected failures by your organization to satisfy these expectations, please contact us using the Contact information found on the Contacts page at www.rossmachine.com.