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|  | Code of Conduct for Second Nature Brands' Suppliers and Service Providers | Issued: 10FEB23 Version: 1.0 |
| | | Sourcing |

| Version Control | | | |
|-----------------|-----------------|-----------|------------------------------------|
| Version | Author | Date | Changes |
| 1.0 | Maria Komisarek | 2-10-2023 | Approved by ESG Steering Committee |
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The following requirements concerning corporate social responsibility and compliance shall apply for all suppliers and service providers (collectively, referred to as “Supplier(s)”) of Second Nature Brands.

By accepting any purchase order from Second Nature Brands, Supplier acknowledges its acceptance of this Code of Conduct for Second Nature Brands’ Suppliers and Service Providers and agreement to comply with its requirements.

Laws and Regulations

The Supplier shall comply with all applicable laws and regulations of the countries where it conducts business.

Corruption and Bribery

All forms of corruption and bribery are forbidden; this includes, without limitation, passive bribery.

Forced Labor

Forced labor in any form is forbidden. This includes, without limitation, forced prison labor, bonded labor and any other form of labor.

Child Labor

Child labor in any form is forbidden. Unless local law stipulates a higher age limit, no person younger than the age of 18 shall be employed by the Supplier.

Harassment

The personal dignity, privacy and personal rights of every individual must be respected. Employees shall not be subject to corporal punishment or to physical, sexual, psychological, or verbal harassment or abuse.

Compensation

Wages, including overtime and benefits, shall equal or exceed the amounts required by applicable law and regulation.

Hours of Work

The Supplier shall not require its employees to work more than 40 hours per week without overtime pay pursuant to applicable law. Work hours for a Supplier’s employees shall be in compliance with

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applicable law and regulation. Employees shall be provided at least one day off in every seven-day period, except in extraordinary business circumstances.

Non-discrimination

All of the Supplier’s employees, regardless of the color of their skin, race, ethnicity, nationality, social background, possible disability, sexual orientation, political or religious conviction, gender or age, shall be treated: i) without prejudice; and ii) strictly according to their abilities and qualifications in any employment decision, including but not limited to hiring, advancement, compensation, benefits, training, layoffs and termination.

Health and Safety

The Supplier must provide a safe and healthy working environment for its employees. The work environment provided by the Supplier must be designed and maintained to prevent accidents and injury. When applicable, and pursuant to statutory requirements, the Supplier must also provide safe and healthy residential facilities for its employees.

Freedom of Association and Collective Bargaining

The Supplier shall respect the legal right of employees to freedom of association and collective bargaining.

Environment

The Supplier will comply with environmental regulations and standards applicable to their operations and will observe environmentally conscious practices in all locations where they operate. Environmental pollution shall be minimized, and the Supplier shall work and continue to work to minimize its impact on the environment.

Supply Chain

The Supplier shall require all of its service providers and suppliers to recognize and respect the requirements of this Code of Conduct.