

Anchor Supplier Responsibility Policy and Code of Conduct

Anchor Manufacturing Group, Inc., and its affiliated entities demand more of ourselves and suppliers than our customers expect. We are committed to the highest standards of business integrity in the dealings with customers and suppliers. Compliance with legal and ethical standards is the responsibility of everyone in the supply chain at every level. All Anchor Suppliers are expected to conduct themselves with the highest standards of honesty, fairness, and personal integrity, with adherence to all applicable laws and avoidance of the perception or appearance of impropriety or conflict of interest. This Policy applies to all Anchor Suppliers.

Human Rights

Anchor expects respect and support for compliance with internationally-accepted human rights policies:

- **Forced Labor:** Anchor expects the condemnation of all forms of forced and compulsory labor. Anchor does not use forced or involuntary labor, whether bonded, prisoned or indentured, including debt servitude.
- **Child Labor:** Anchor expects the support of the abolition of exploitative child labor. Anchor does not employ individuals in violation of local mandatory school age, or under the legal employment age in each country where they operate.
- **Harassment and Discrimination:** Anchor expects the upholding of equal opportunities with respect to employment, and refrains from discrimination in any form, unless national law expressly provides for selection according to specific criteria. Discrimination against employees based on gender, race, disability, origin, religion, age or sexual orientation is not acceptable.
- **Freedom of Association:** Anchor respects the right of all workers and all employees to form and join groups for the promotion and defense of their occupational interests. During organization campaigns, Management will remain neutral; and the trade unions and Management will comply with basic democratic principles, ensuring the employees' ability to make a free decision.

Working Conditions

Anchor expects opposition to all exploitative working conditions:

- **Protection of Health and Safety:** Anchor ensures health and safety in the workplace to a level no less than that required by national legislation and support the continual improvement of working conditions.
- **Compensation:** Anchor and its Suppliers honor the right to reasonable compensation of a level no less than the legally-established minimum wage and the local job market, based on local laws and regulations. Within the scope of national legislation, Anchor and its Suppliers respect the principle of "equal pay for work of equal value."
- **Working Hours:** Anchor and its Suppliers comply with national provisions and agreements regarding working hours and regular paid holidays.

Environment

Anchor expects stewardship of natural resources:

- Anchor supports a precautionary approach to environmental challenges and participates in and encourages initiatives to promote greater environmental responsibility. Anchor encourages the development and diffusion of environmentally friendly technologies.
- Suppliers will comply with all applicable environmental laws and regulations and will promptly develop and implement plans or programs to correct any non-compliant practices.

Corruption and Ethics

Anchor works against corruption in all its forms, including extortion and bribery.

- Anchor does not offer or take receipt of any gift, loan, fee, reward or other advantage to or from any person as an inducement to do something which is dishonest, illegal or a breach of trust, in the conduct of the enterprise's business, even in areas where it may be tolerated.
- Anchor strictly adheres to all local and applicable U.S. laws and regulations, including the Foreign Corrupt Practices Act, and requires its Suppliers to act in a similar manner.