



Independent Stave Company Supplier Code of Conduct and Ethics

At Independent Stave Company ("ISCO"), we believe that conducting business with honesty, fairness, and respect is not only the right course of action but also the foundation of enduring success. The reputation we have earned in our communities is among our most valuable business assets.

Suppliers and partners play an essential role in delivering the quality, innovation, and craftsmanship our customers expect and trust. Just as we expect our employees to uphold high ethical standards, we also expect our suppliers and business partners to share our commitment to responsible and sustainable business practices. This Supplier Code of Conduct establishes a common framework to ensure that conduct across our supply chain consistently aligns with these values.

The Code forms part of every agreement with Independent Stave Company. Suppliers are expected to review this document carefully, communicate its requirements to their employees, subcontractors, and agents, and ensure adherence in the performance of all activities conducted on behalf of ISCO. Amid the thousands of decisions suppliers make each day, following this Code will help ensure that together we consistently make choices that reflect the highest ethical standards, accountability, and respect.

Independent Stave Company appreciates the dedication of its suppliers and recognizes the essential role they play in our continued success and in maintaining the trust we share with customers, communities, and one another.

Working Together Ethically

Independent Stave Company relies upon suppliers to conduct business with the highest standards of honesty and integrity. Suppliers are expected to comply with all applicable laws and regulations in every jurisdiction where operations are conducted. Business practices shall be conducted fairly and transparently, with a commitment to competing responsibly and avoiding practices such as price-fixing, bid-rigging, or the improper sharing of sensitive information. Records must be maintained accurately and made available to ISCO upon reasonable request. Through ethical conduct and transparent communication, suppliers contribute to the preservation of trust and reputation shared across the supply chain.

Respect for People

Independent Stave Company values diversity, inclusion, and a culture in which all individuals are treated with dignity and respect. Suppliers are expected to maintain workplaces that provide equal opportunity and that are free from discrimination or harassment on any unlawful basis, including but not limited to race, color, religion, gender, sexual orientation, marital status, national origin, citizenship, age, disability, or veteran status. Policies and practices should encourage the contributions of individuals from varied backgrounds and experiences, fostering an environment where all employees can thrive.

Health, Safety, and Well-being

Suppliers are responsible for providing safe and healthy work environments that comply with all applicable laws, regulations, and recognized industry practices. Workplaces must be maintained in a manner that protects employees from known hazards and promotes health and well-being. Suppliers shall ensure that employees receive appropriate training and personal protective equipment, and are empowered to report unsafe conditions without fear of retaliation. A strong culture of safety is essential to the success of all parties.

Labor and Human Rights

Independent Stave Company is committed to protecting the rights and dignity of every individual engaged in the supply chain. Suppliers shall not use any form of forced, bonded, indentured, or involuntary labor. The employment of children under the legal minimum age, as defined by applicable law and International Labour Organization standards, is strictly prohibited. Suppliers are expected to respect employees' freedom of association and the right to engage in collective bargaining in accordance with local laws. Fair wages, working hours consistent with legal requirements, and all mandated benefits shall be provided. All workers must be treated fairly, ethically, and with respect.

Sustainability and Environmental Stewardship

Sustainability and environmental stewardship is central to ISCO's mission, and suppliers are expected to contribute to the advancement of this vision by pursuing continuous improvement in environmental performance. Suppliers are expected to comply with all environmental laws and regulations, work proactively to minimize emissions, pollution, and resource consumption, and support responsible sourcing and recycling initiatives.

Protecting Information and Assets

Suppliers shall safeguard all confidential and proprietary information entrusted to them by Independent Stave Company. This includes maintaining the security of trade secrets, intellectual property, and any sensitive business information. Information must be used solely for its intended purpose and shall not be disclosed to unauthorized parties. In addition, any ISCO materials, equipment, or other property provided in the course of business shall be used responsibly and protected against loss, damage, or misuse. By upholding these commitments, suppliers help preserve the integrity of ISCO's business relationships.

Conflicts of Interest and Gifts

Suppliers are expected to avoid any actual or potential conflicts of interest that could compromise, or appear to compromise, their objectivity in dealings with Independent Stave Company. Under no circumstances shall suppliers offer, promise, give, or accept bribes or improper payments. Any gifts, hospitality, or other business courtesies provided to or received from ISCO personnel must be lawful, reasonable in value, and never intended to influence a business decision. In circumstances where the appropriateness of a situation is uncertain, suppliers are encouraged to consult with their primary ISCO contact prior to taking action.

Product and Service Quality

Independent Stave Company relies on suppliers to help deliver products and services that meet the highest standards of safety, quality, and compliance. All products and services provided must adhere to applicable legal requirements, industry standards, and customer specifications. If any issue arises that could affect product safety, quality, or regulatory compliance, suppliers are required to notify ISCO without delay so that corrective actions can be implemented promptly.

Trade Compliance and Export Controls

Suppliers shall comply with all applicable trade laws, sanctions, export and import regulations, and other restrictions governing international transactions. It is the responsibility of each supplier to ensure that all business practices, and those of their own suppliers and subcontractors, adhere to these requirements. Suppliers must not engage in transactions with restricted countries, individuals, or entities subject to applicable sanctions.

Reporting Concerns and Non-Retaliation

Independent Stave Company believes that speaking up about potential misconduct is an important part of protecting shared values. Suppliers are encouraged to report any suspected violations of this Code, or any applicable law or regulation, without fear of retaliation. ISCO will not tolerate any form of reprisal against individuals who raise concerns in good faith. Reports may be submitted to the primary ISCO contact or through the following reporting channels:

Email: sustainability@independentstavecompany.com

All reports will be treated seriously and addressed promptly and respectfully.

Monitoring and Compliance

Independent Stave Company reserves the right to assess supplier compliance with this Code through audits, assessments, or other reasonable measures. Suppliers are expected to cooperate fully and provide all requested documentation or information. In the event that non-compliance is identified, suppliers shall collaborate in good faith to implement timely corrective actions. ISCO retains the right to terminate any business relationship in circumstances where adherence to these standards cannot be achieved or maintained.

Continuous Improvement

ISCO believes that integrity and sustainability are shared journeys. Suppliers are encouraged to pursue continuous improvement, share best practices, and innovate in ways that reduce risks and create positive impacts across the supply chain. By working together, all parties contribute to a legacy of quality, responsibility, and respect for future generations.

Acknowledgment

This Supplier Code of Conduct forms an integral part of all agreements between Independent Stave Company and its suppliers. By accepting any purchase order, contract, or other engagement with Independent Stave Company, suppliers confirm that they have reviewed and understood this Code. Suppliers further agree to communicate its contents to their employees, agents, and subcontractors, and to adhere to these standards in the performance of all activities conducted on behalf of Independent Stave Company.

If you have questions please email:
sustainability@independentstavecompany.com
or visit independentstavecompany.com