Supplier Code of Conduct

At PlayCore, we firmly believe in a beyond compliant attitude in every aspect of our business including safety, inclusion, and sound environmental practices; we believe that our employees are our most valuable assets and strive to instill a sense of teamwork and pride by providing a safe and productive work environment in which employees are treated with fairness and respect; we believe in mutually beneficial relationships with our customers, representatives, suppliers, and industry affiliates; we also believe in enhancing the quality of life in the communities where we live, work, and play.

Our PlayCore Supplier Code of Conduct ensures that we hold ourselves, our Suppliers, and how we conduct business together to a high standard in an ethically, socially, and environmentally sustainable manner, allowing us to fulfill our mission of profitably growing our business by passionately providing dynamic play and recreation opportunities through innovative designs, empowered employees, and dedicated customer service.

Laws and Ethics

Suppliers are expected to comply with the laws and regulations relevant to their industry and business practice to every extent, of the locality where the business resides.

Suppliers will meet or exceed generally recognized or contractually agreed quality requirements to provide goods and services that consistently meet PlayCore’s requirements, perform as warranted and are safe for their intended use.

Suppliers are expected to maintain a high level of business integrity by not practicing or tolerating any form of corruption, extortion, or embezzlement, both to and from their business partners, in accordance with all applicable Anti-Corruption Laws, including U.S. Foreign Corrupt Practices Act (FCPA).

Suppliers will exercise fair competition by conducting their business in accordance with all applicable anti-trust laws.

The PlayCore, Inc. name, intellectual property, trademarks, or logo, and the name, intellectual property, trademarks, or logos of its subsidiaries, brands, and/or products, may only be used for any purpose with PlayCore’s explicit written approval for each instance of use. It is the Supplier’s responsibility to safeguard and only make appropriate use of confidential information, including but not limited to the name, intellectual property, trademarks, logo, correspondence with employees of PlayCore or those of its subsidiaries, pricing, contracts, and agreements.

Social Responsibility and Labor Practice

Suppliers are expected to comply with the International Labor Organization (ILO)’s core labor standards and the United Nations Global Compact principles. PlayCore does not tolerate child labor, slavery,
servitude, forced or compulsory labor, human trafficking, bonded, indentured or involuntary prison labor in our supply chain.

PlayCore encourages and practices workplace diversity and inclusion. Suppliers are expected not to discriminate based on race, national origin, gender, age, physical characteristics, social origin, disability, union membership, religion, political view, family status, pregnancy, sexual orientation, or any unlawful criterion under applicable law.

Suppliers will ensure that their employees are not harassed by verbal abuse, corporal punishment or torture, mental or physical coercion, sexual abuse, or the threat of any such treatment and beyond in any way by providing an inclusive and supportive working environment with properly established grievance channels. Moreover, suppliers or its subsidiaries are not expected to retaliate by unlawfully terminate employees that have undergone unfair treatment and/or sought justice by bringing it up the grievance channel without clearly proven performance related deficiency.

Employee working hours, including overtime hours, are not expected to exceed the maximum set by the applicable national and/or local labor laws. Suppliers are expected to provide their employees with fair and competitive compensation and benefits set by applicable national and/or local labor laws, as well as local industry standards.

Suppliers are expected to honor the national and/or local laws and provide their employees with an open and constructive work environment that allows employees to associate freely, join labor unions, seek representation, join workers’ councils, and engage in collective bargaining.

**Occupational Health and Safety**

Suppliers are expected to comply with all applicable national and/or local health, safety, and occupational laws and regulations, as well as those of international certification agencies of which the supplier maintains a certificate; obtain and maintain all applicable permits, licenses and registrations; keep operational, safety, and any other related records; and meet reporting requirements mandated by national and/or local laws and regulations, or those of international certification agencies of which the supplier maintains a certificate.

Suppliers are expected to document, warn, educate, train, periodically re-train, and protect their employees on and from any chemical, biological, physical hazards and risks, and physically demanding tasks in the workplace.

Suppliers will have safety programs in place in all stages of the supply chain for managing and maintaining the integrity and safety of the processes in accordance with applicable safety standards.

Suppliers are expected to monitor, control, document, train, and periodically re-train their employees on areas related to safe work procedures, preventative maintenance, emergency preparedness, as well as provide necessary measurements, equipment, and personal protective gears to mitigate health and safety related hazards/risks in the workplace.

Suppliers are expected to supply their employees with potable drinking water, adequate lighting, ventilation, and proper sanitation, including inside company provided living quarters.
**Environmental Sustainability**

Suppliers are expected to have systems in place to ensure the safe handling, transportation, storage, recycling, reuse, and management of waste, air emissions, chemical, and wastewater discharge in accordance to applicable national and/or local laws and regulations.

Suppliers are encouraged to use natural resources in an economical way that will minimize the negative impact on the environment; experiment and practice modification of production, maintenance and facility processes, material substitution, conservation, recycling and reutilization to the best of their ability.

**Conflict Minerals**

The Conflict Minerals Statutory Provision defines the term “conflict mineral” as cassiterite, columbite-tantalite, gold, wolframite, or their derivatives, or any other minerals or their derivatives determined by the Secretary of State to be financing conflict in the Democratic Republic of Congo (DRC) or an adjoining country, collectively defined as the “Covered Countries”, may sometimes be mined and sold “under the control of armed groups”, to “finance conflict characterized by extreme levels of violence.”

Some of these minerals can make their way into the supply chains. It is PlayCore’s goal to use tantalum, tin, tungsten and gold in our products that do not directly or indirectly finance or benefit armed groups in the Covered Countries while continuing to support responsible mineral sourcing in the region. PlayCore does not allow the presence of Conflict Minerals in any product purchased from suppliers.

**Security and Subcontractors**

Suppliers are expected to safeguard both physical and cyber security across their supply chains. Suppliers will maintain processes and standards designed to assure the integrity of each shipment to PlayCore and its subsidiaries from its origin to its destination. Suppliers will maintain the integrity and security of its network system from illegal activities such as hacking and industrial espionage. PlayCore strongly encourages suppliers to reference the rules set forth by CTPAT and establish their own security system based on the CTPAT guidelines.

Suppliers are expected to abide by the PlayCore Code of Conduct both within their own organizations and in the selection, authorization and cooperation process of their subcontractors, raw materials and/or parts suppliers.