



AMVAC Supplier Code of Conduct

Table of Contents

1. Introduction
2. Safety and Health
3. Treatment of Others
4. Ethical Behavior
5. Environment
6. Compliance with the Supplier Code of Conduct

Introduction

At AMVAC, we view our suppliers as partners in our success in sustainably operating the company now and into the future. We ensure this by incorporating the Supplier Code of Conduct which applies to our suppliers around the world. Similar to what we ask of our employees, it is built around the values that the company sets forth in its Code of Conduct and Ethics found at the company's website <https://www.american-vanguard.com>

Safety and Health

We are committed to the safety and health of our employees, our contractors, our customers, and the people in the communities where we operate. We expect our suppliers to provide a safe and healthy workplace for their employees in compliance with all regulations and applicable laws and to protect them from occupational hazards. Suppliers should include these aspects in a well-defined safety and health program.

Suppliers must comply with all applicable health, safety, environmental and quality regulations. All required permits, licenses, and registrations must be obtained, followed, and kept current.

Suppliers should conduct proper training on all workplace hazards and operating procedures. Use of proper personal protective equipment is essential.

Suppliers will consistently provide high-quality products and services that meet all applicable quality and safety standards for their intended use. Suppliers will need to demonstrate that they have effective quality management systems. Safety data sheets must be made available for all hazardous substances.



Treatment of Others

We treat our employees and all our partners with professionalism, dignity, and respect. We expect our suppliers and contractors with whom we do business to uphold the same standards. As part of the Supplier Code of Conduct, we will not tolerate the use of child or forced labor, slavery, or human trafficking in any of our global operations and facilities, including those operated by Suppliers. We do not tolerate the exploitation of children, their engagement in unacceptably hazardous work, or the trafficking, physical punishment, harassment, abuse, or involuntary servitude of any worker. Suppliers shall not inflict or threaten to inflict corporal punishment or any other forms of physical, sexual, psychological or verbal abuse or harassment on any employees.

Suppliers will comply with all applicable employment non-discrimination laws. We are committed to the elimination of all forms of discrimination. We expect our Suppliers to reject any form of discrimination, such as those related to race, religious beliefs, gender identity, or sexual orientation, and to be equally committed to providing equal opportunities and treatment to all employees.

Ethical Behavior

Suppliers will comply with, and act in accordance with, all laws and regulations prohibiting bribery, including the Foreign Corrupt Practices Act, the UK Bribery Act and any other applicable local laws. Suppliers must never engage in any form of bribery to secure business on behalf of AMVAC or any other company. Suppliers must conduct business in accordance with all applicable anti-trust laws and American Vanguard Code of Conduct and Ethics found at the company's website <http://www.american-vanguard.com>.

We do not encourage giving or receiving gifts. Even gifts that are consistent with customary regional business should not be offered to influence a business relationship improperly, should not violate applicable laws or ethical standards, and should not embarrass the Supplier or AMVAC if publicly disclosed.

Suppliers will implement measures to protect all intellectual property provided during the course of our business transactions. Documents containing confidential information no longer needed by the Supplier to conduct business on behalf of AMVAC should be either returned or destroyed, as appropriate.

We are committed to the responsible sourcing of minerals worldwide and support respect for human rights by seeking practical solutions to curb the violence associated with trade in conflict minerals which currently include columbite tantalite (cotan), cassiterite gold and wolframite, or their derivatives, including tin, tantalum, tungsten and gold.



Environment

We manage our businesses to protect the environment and preserve the earth's natural resources for today and the future. We expect our suppliers to use natural resources such as energy, water, and raw materials in an efficient and economical way. Suppliers should consider the use of renewable resources in their own supply chains when possible and enact procedures to establish and track progress toward sustainability goals.

Suppliers are expected to adopt or establish a management system covering these standards. Monitoring of performance and setting of goals or targets is required. In the spirit of continuous improvement, we are committed to working with and supporting our suppliers to meet these goals.

Compliance with the Supplier Code of Conduct

AMVAC reserves the right to verify compliance with this Code through internal and external assessments. If non-compliance is observed, the supplier must take corrective action. If the Supplier fails to remedy any non-compliance in a timely manner, we may suspend purchases and/or take whatever measures are legally available to us.