

# Meridian Customer CSR Code of Conduct

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## **Introduction:**

Meridian Chemicals, LLC is committed to maintaining high social, ethical, and environmental standards that go above and beyond what is legally required. The scope of our commitment to the highest industry standards extends to every sourcing, supply, and sales agreement that Meridian enters. Meridian seeks to form partnerships with companies that have similar visions, policies, and safeguards to ensure that the end customer receives a product that was responsibly manufactured and distributed throughout its lifecycle.

This Customer CSR Code of Conduct (“Code”) defines Meridian’s requirements for all newly contracted business partners, which includes, but is not limited to, suppliers and customers.

Customer: "customer" refers to the party purchasing goods or services, encompassing an individual, organization, or entity, with defined rights and responsibilities outlined in the contractual agreement.

## **Compliance with laws and regulations:**

Any Customer of Meridian Chemicals must comply with all regulatory and legal requirements that are applicable to its day-to-day operations.

## **Business Conduct:**

- 1. Fair Competition:** Customers of Meridian should work in good faith to comply with all antitrust regulations and requirements. All Customers must have formal policies and procedures in place to discourage and ensure that its personnel do not engage in anti-competitive practices.
- 2. Zero-Tolerance for Corruption:** Customers must have a no tolerance for any practices that facilitate or encourage corruption. Meridian requires its business partners to establish and maintain policies that discourage and discipline any practices deemed to be corrupt or unfair.
- 3. Conflicts of Interest:** Customers must have practices or guidelines in place to mitigate or eliminate any potential conflicts of interest. This includes any privileged communication with a Meridian employee that may cause them to not act in the best interests of Meridian. Any Customer is required to disclose any potential or known conflict of interest to Meridian once it is identified.

## **Human and Labor Rights:**

Meridian Chemicals, LLC is deeply committed to fostering a corporate culture that places a paramount focus on individual rights and human dignity. We have implemented an extensive set of company policies, procedures, and practices to embody and enact this broad commitment, and these efforts are overseen by the senior management, and our Board of Directors. We also recognize and abide by the rights innate to every individual as clarified in the Universal Declaration of Human Rights. Customers are expected to

respect – at a minimum – the policies that Meridian adheres to with respect to Human Rights. At a minimum, our Customers are expected to:

- Comply with Federal, State, and Local laws related to employee wages, working hours, mandatory breaks, and leaves/absence.
- Comply with Federal, State and Local laws which pertain to child labor. At a minimum, the company must not employ workers younger than 15 years of age. If the company employs any workers between the ages of 15 and 17, they must provide adequate protection.
- Work diligently to create a workplace free from discrimination, harassment, and retaliation.
- The right of an employee to join or refrain from joining labor unions, including the right to freedom of association and collective bargaining.
- Not tolerate discrimination in employment based on an individual's protected status.
- Provide reasonable accommodation for qualified individuals.
- Strive to ensure equal pay for equal work.
- Work diligently to create a workplace free from discrimination, harassment, and retaliation.

### **Occupational Health, Safety, and Security:**

Customers must facilitate safe and healthy workplaces for their employees and contractors. At a minimum, companies must comply with legal/regulatory requirements and adhere to the applicable policies outlined in Meridian's "Health & Safety Policy."

### **Environmental Impact and Climate Change:**

Meridian expects Customers to strive to minimize their impact on the environment. At a minimum, Meridian requires companies to have an environmental policy and/or statement indicating their commitment to sustainable procurement and manufacturing.

### **Reporting**

The customer must report any non-compliance with this code to Meridian Chemicals, LLC. All other stakeholders may report violations of this code to Meridian Chemicals, LLC via the email address provided on <https://meridianchemicals.com/>.

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## **Acknowledgements**



Robert Helwick, CEO

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