



FOODSERVICE EQUIPMENT

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Supplier Code of Conduct

Introduction

Hatco Corporation is committed to conducting business with integrity, sustainability, and excellence. As a global manufacturer of commercial foodservice equipment, we recognize that our impact extends throughout the value chain. We expect our suppliers and business partners to share our commitment to responsible business practices that uphold human rights, protect the environment, and support ethical and transparent operations.

This Supplier Code of Conduct sets forth the minimum standards of behavior that Hatco expects of its suppliers and vendors. By working with Hatco, suppliers agree to uphold these principles in their operations and supply chains.

Labor & Human Rights

Hatco expects its suppliers to uphold the fundamental human rights of workers and treat them with dignity and respect.

- Suppliers must not use forced, bonded, indentured, or involuntary prison labor.
- Workers must not be required to surrender identity documents or pay recruitment fees.
- Suppliers shall not employ workers younger than the minimum legal age or below 15 years, whichever is higher.
- All work must be appropriate for the worker's age and not interfere with education.
- Working hours must comply with applicable laws and industry standards.
- Overtime must be voluntary and compensated fairly.
- Wages must meet or exceed legal minimums and provide for basic needs.
- Employment decisions must be based on skills and qualifications, not on race, gender, age, religion, sexual orientation, disability, political opinion, or other protected status.
- Suppliers shall respect workers' rights to associate freely, form and join trade unions, and engage in collective bargaining without retaliation or interference.
- Suppliers must provide a confidential and accessible process for workers to report grievances, without fear of retaliation.

Environmental Impacts

Hatco expects its suppliers to actively minimize their environmental impacts and contribute to shared sustainability goals.

- Suppliers must comply with all applicable environmental laws and regulations in their jurisdictions.
- Suppliers are expected to monitor and manage the use of energy, water, and raw materials, and to implement practices to improve resource use efficiency.
- Suppliers are expected to measure greenhouse gas emissions and be prepared to disclose emissions upon request. Requested emissions information may include Scope 1 and 2 emissions from the supplying organization or facility, or product-specific embodied carbon.
 - Suppliers are encouraged to calculate Scope 1, 2, and 3 emissions using applicable Greenhouse Gas Protocol standard methodologies.
 - Suppliers are encouraged to calculate embodied carbon using TM65 or similar methodologies and contribute to low-carbon product development.
- Suppliers are encouraged to reduce, reuse, and recycle materials to minimize waste and promote circular resource flows.
- Suppliers must manage hazardous substances responsibly and comply with all applicable regulations (e.g., REACH, RoHS).
- Conflict minerals must be sourced responsibly and reported in accordance with applicable laws.

Ethical Business Practices

Hatco requires suppliers to operate ethically, transparently, and in full compliance with all applicable laws.

- Bribery, extortion, embezzlement, and any form of corruption are strictly prohibited.
- Suppliers must comply with anti-corruption laws such as the U.S. Foreign Corrupt Practices Act and the UK Bribery Act.
- Suppliers must engage in fair business practices and comply with antitrust and
- Suppliers must comply with all applicable tax laws and shall not engage in practices intended to evade tax obligations.
- Suppliers must protect the confidentiality of data shared by Hatco and its customers.
- Suppliers are expected to implement robust data protection and cybersecurity practices consistent with laws such as GDPR.
- Suppliers must provide secure, confidential channels for employees and partners to report ethical violations and must prohibit retaliation against whistleblowers.

Compliance & Continuous Improvement

Hatco views supplier relationships as partnerships and encourages continuous improvement.

- **Audits and Monitoring:** Hatco reserves the right to assess supplier compliance through self-assessments, audits, and third-party verifications.
- **Corrective Action:** Suppliers must promptly address identified non-compliance. Failure to take corrective action may result in termination of the business relationship.
- **Training:** Suppliers are encouraged to train their employees and sub-suppliers on the principles outlined in this policy.

Subcontractor Management

Suppliers must ensure that their own suppliers, subcontractors, and other business partners also comply with the principles of this policy. Responsibility for compliance extends throughout the value chain.

Acknowledgment

By doing business with Hatco, suppliers affirm their commitment to uphold the principles set forth in this policy. Compliance with this Code of Conduct is a condition of doing business with Hatco.