

GOLDEN ARGOSY LLC

ARGOSY SUPPLIER CODE OF CONDUCT

1. Introduction

At Argosy, we are committed to conducting business with integrity, responsibility, and sustainability. We expect our suppliers to uphold the same high standards in their operations. This Supplier Code of Conduct outlines the ethical, environmental, and social responsibilities that Argosy expects its suppliers to uphold as part of our commitment to responsible business practices.

2. Ethical Business Practices

Suppliers must conduct business in an ethical and transparent manner, adhering to the following principles:

- **Compliance with Laws and Regulations:** Suppliers must comply with all applicable local, national, and international laws and regulations.
- **Fair Business Practices:** Suppliers must prohibit all forms of bribery, corruption, extortion, and embezzlement.
- **Conflict of Interest:** Suppliers must disclose any potential conflicts of interest that may impact their business relationship with Argosy.
- **Intellectual Property and Confidentiality:** Suppliers must protect Argosy's confidential information and respect intellectual property rights.

3. Environmental Sustainability

Argosy is committed to minimizing its environmental footprint, and we expect our suppliers to:

- **Reduce Waste & Emissions:** Suppliers must implement strategies to minimize waste, emissions, and pollution.
- **Sustainable Resource Management:** Suppliers should use resources efficiently, promoting water conservation and responsible sourcing of raw materials.
- **Energy Efficiency & Carbon Reduction:** Suppliers are encouraged to adopt energy-efficient practices and reduce greenhouse gas emissions.
- **Hazardous Substances Management:** Suppliers must properly handle and dispose of hazardous materials in compliance with environmental regulations.

4. Human Rights & Labor Practices

We expect our suppliers to uphold human rights and fair labor practices, including:

- **No Forced or Child Labor:** Suppliers must not engage in forced, bonded, or child labor.
- **Fair Wages & Benefits:** Suppliers must provide fair wages and benefits in accordance with local labor laws.
- **Safe & Healthy Work Environment:** Suppliers must ensure safe working conditions, including appropriate protective equipment, emergency preparedness, and occupational health measures.
- **Non-Discrimination & Inclusion:** Suppliers must not discriminate based on race, gender, religion, sexual orientation, disability, or other protected characteristics.



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5. Responsible Sourcing

Suppliers must ensure responsible sourcing of materials, including:

- **Ethical Supply Chain Management:** Suppliers must ensure that their own suppliers comply with ethical and sustainability standards.
- **Conflict-Free Materials:** Suppliers must ensure that minerals and materials used in products do not contribute to human rights abuses in conflict-affected areas.
- **Sustainable Packaging:** Suppliers should minimize packaging waste and prioritize recyclable or biodegradable materials.

6. Monitoring & Compliance

Argosy reserves the right to assess supplier compliance with this Code of Conduct, which may include:

- **Audits & Inspections:** Argosy may conduct audits or request self-assessments to verify compliance.
- **Corrective Action:** If violations are found, suppliers must take immediate corrective actions to maintain their relationship with Argosy.
- **Termination of Relationship:** Failure to comply with this Code may result in the termination of business relationships.

7. Acknowledgment & Commitment

By doing business with Argosy, suppliers acknowledge and agree to comply with this Supplier Code of Conduct. Suppliers are encouraged to continuously improve their sustainability efforts and work collaboratively with Argosy to drive responsible business practices.

For any questions or clarifications, please get in touch with your Argosy Contact.



Paul Marks

Chairman & CEO

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GOLDEN ARGOSY LLC
DELIVERING PERFORMANCE

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