



Supplier Code of Conduct

This Supplier Code of Conduct defines the standards for fair, safe, and healthy working conditions and environmental responsibility throughout Planar's supply chain. Planar reserves the right to terminate any agreement or business relationship in which a Supplier does not comply with these standards.

Standards

1. Compliance with Laws

Suppliers and their manufacturing facilities shall comply with all applicable national and local laws and regulations, including but not limited to those related to labor, immigration, health and safety, and the environment.

2. Voluntary Labor

All labor shall be voluntary. Slave, child, underage, forced, bonded, or indentured labor will not be tolerated. Suppliers shall not engage in or support human trafficking. Workers shall be allowed to maintain control over their identity documents.

3. Labor Hours

Suppliers shall provide workers with rest days and shall ensure that working hours are consistent with the law and not excessive.

4. Hiring and Employment Practices

Suppliers shall implement hiring practices that accurately verify workers' age and legal right to work in the country prior to employment. Suppliers shall not engage in unlawful discrimination. All terms and conditions of employment, including but not limited to hiring, pay, training, promotion, termination and retirement, shall be based on an individual's ability and willingness to do the job.

5. Compensation

Suppliers shall compensate all workers with wages, overtime premiums, and benefits that meet or exceed legal standards or collective agreements, whichever are higher. Suppliers should provide wages and benefits that are sufficient to meet workers' basic needs and provide some discretionary income for workers and their families.

6. Freedom of Association and Collective Bargaining

Suppliers shall respect the right of workers to choose whether to lawfully and peacefully form or join trade unions of their choosing and to bargain collectively.

7. Health and Safety

Suppliers shall provide workers with a safe and healthy work environment. Suppliers shall take proactive measures to prevent workplace hazards.

8. Dormitories and Cafeteria

Suppliers who provide residential or dining facilities for their workers shall provide safe, healthy, and sanitary facilities.

9. No Harassment or Abuse

Workers shall not be subject to abusive treatment, including but not limited to sexual harassment or abuse, physical, mental or verbal abuse, or threats.

10. Environment

Suppliers shall comply with all applicable environmental laws and regulations, including those related to the disposal of hazardous waste and all emissions into the air, water, and soil. Suppliers shall take all reasonable steps to minimize environmental impact.

11. Gifts and Entertainment

Suppliers shall not offer gifts, cash, or entertainment to Planar representatives that is intended to or may appear to influence a business decision or result in a business advantage.

12. Conflicts of Interest

Suppliers shall not enter into transactions with Planar representatives that create or appear to create a conflict of interest.

13. Anti-Corruption

Suppliers shall not tolerate, permit, or engage in bribery, corruption, or other unethical practices with public officials, Planar representatives, or individuals in the private sector.

14. Financial Integrity

Suppliers shall keep accurate records of all matters related to their business with Planar in accordance with standard accounting practices such as Generally Accepted Accounting Principles (GAAP) or International Financial Reporting Standards (IFRS).

15. Subcontracting and Supply Chain

Planar does not permit unauthorized subcontracting and expects suppliers to hold their supply chains to the same standards specified in this document.

16. Management Systems

Suppliers shall adopt management systems that effectively implement this Code of Conduct.

Reporting Violations

Violations of Planar's standards can be reported confidentially in a local language. If you have knowledge of any of these standards being violated, you are encouraged to report the issue immediately using one of these methods:

Website: www.Lighthouse-Services.com/Planar

Telephone:

- North America
English speaking: (877) 472-2110
Spanish speaking: (800) 216-1288
- Outside North America
Any language: (800) 603-2869