

Supplier Code of Conduct – Labor & Human Rights

Effective Date: 01/21/2026

1. Purpose

Peerless of America, LLC (“Peerless”) is committed to conducting business in a manner that respects human rights, promotes fair labor practices, and complies with applicable laws and regulations.

This Supplier Code of Conduct outlines the minimum labor and human rights standards that Peerless expects all suppliers to meet as a condition of doing business with Peerless.

2. Scope

This Code of Conduct applies to all suppliers, vendors, contractors, consultants, and service providers that provide goods or services to Peerless of America, LLC, regardless of location or tier within the supply chain.

3. Compliance with Laws and Regulations

Suppliers must comply with all applicable local, national, and international labor and employment laws and regulations, including but not limited to laws governing:

- Wages and working hours
- Health and safety
- Employment eligibility
- Freedom of association
- Anti-discrimination and equal opportunity

Where laws and the Code differ, suppliers are expected to follow the more stringent requirement. Nothing in this Code is intended to limit a supplier’s obligation to comply with all applicable laws and regulations.

4. Labor and Human Rights Standards

Suppliers are expected to uphold the following principles:

4.1. Forced Labor and Human Trafficking

Suppliers shall not use forced, bonded, indentured, involuntary prison, or trafficked labor. All work must be voluntary, and workers must be free to leave employment in accordance with applicable laws.

4.2. Child Labor

Suppliers shall not employ child labor and must comply with minimum age requirements defined by applicable laws and regulations.

4.3. Wages and Working Hours

Suppliers shall compensate workers fairly and in compliance with all applicable wage, overtime, and benefits laws. Working hours must comply with legal limits.

4.4. Non-Discrimination and Respect

Suppliers shall provide a workplace free from discrimination, harassment, abuse, or retaliation based on race, color, religion, sex, age, disability, national origin, or any other protected characteristic.

4.5. Health and Safety

Suppliers shall provide a safe and healthy working environment and take reasonable steps to prevent occupational injuries and illnesses.

5. Monitoring and Verification

Peerless reserves the right to request information, documentation, or assessments reasonably necessary to evaluate a supplier's compliance with this Code of Conduct, including conducting audits or assessments as appropriate.

Suppliers are expected to maintain appropriate records to demonstrate compliance upon request.

6. Contractual Agreement

By conducting business with Peerless of America, LLC, suppliers acknowledge and agree to comply with this Supplier Code of Conduct and to maintain compliance throughout the duration of their business relationship with Peerless.

7. Flow-Down Requirement

Suppliers are expected to communicate the principles of this Code of Conduct to their own suppliers and subcontractors whose goods or services are used in fulfilling obligations to Peerless.

8. Non-Compliance

Failure to comply with this Code of Conduct may result in corrective action, up to and including termination of the business relationship, at Peerless's discretion.

9. Questions or Concerns

Suppliers with questions regarding this Code of Conduct or its application should contact their Peerless of America, LLC procurement or business representative.