

Supplier Code of Conduct

Minimum standards for suppliers, subcontractors, labor providers, recruiters, and lower-tier sources

Document ID	SCMC-SP-002	Effective date	September 1, 2026
Policy owner	Owner	Review cycle	Annual

1. Applicability and Accountability

This Code applies to covered suppliers, subcontractors, consultants, labor providers, recruiters, agents, and their relevant lower tiers. Acceptance may be incorporated into a purchase order, subcontract, agreement, certification, or other written commitment. Suppliers remain responsible for compliance with applicable law and contract requirements.

2. Ethics and Fair Operating Practices

- Prohibit bribery, kickbacks, fraud, conflicts of interest, improper gifts, collusion, retaliation, and false records.
- Protect confidential, proprietary, personal, export-controlled, and government information.
- Compete fairly, disclose actual or potential conflicts, and cooperate with lawful audits and investigations.
- Maintain accurate business, labor, environmental, quality, security, and performance records.

3. Human Rights and Labor Rights

- Prohibit trafficking, forced labor, bonded labor, involuntary labor, unlawful child labor, document confiscation, coercion, and prohibited recruitment fees.
- Provide clear written work terms in language workers understand and comply with applicable wage, hour, overtime, benefit, authorization, and recordkeeping requirements.
- Provide equal opportunity and prohibit unlawful discrimination, harassment, intimidation, threats, abuse, and retaliation.
- Respect lawful freedom of association, collective bargaining, worker voice, and protected concerted activity.
- Maintain safe, healthy, and humane working conditions and permit reporting of hazards and concerns without retaliation.

4. Environmental Responsibility

- Comply with applicable environmental permits, laws, restrictions, reporting, and client requirements.
- Prevent pollution and manage energy, water, waste, emissions, hazardous materials, and electronic waste responsibly.
- Use credible sustainable technologies, efficient processes, recycled or biobased inputs, responsible packaging, and lower-impact transportation when practicable.
- Provide substantiation for environmental attributes and avoid misleading sustainability claims.

5. Product, Service, and Consumer Responsibility

- Meet agreed quality, safety, accessibility, security, privacy, reliability, and performance requirements.
- Disclose material nonconformities, risks, substitutions, incidents, and supply-chain disruptions promptly.
- Protect users, clients, the public, and affected communities from foreseeable harm.

6. Community and Social Investment

Suppliers are encouraged to support lawful community investment, education, workforce development, veteran and military-family participation, local sourcing, and inclusive small-business opportunity. Representations must be accurate and supported by evidence.

7. Flow-Down, Due Diligence, and Monitoring

- Flow down applicable legal, contractual, sustainability, labor, ethics, security, and reporting requirements to relevant lower tiers.
- Complete requested questionnaires, certifications, training, document reviews, interviews, assessments, or audits proportionate to risk.
- Report credible violations or material risks promptly and protect reporters from retaliation.
- Implement corrective actions within agreed timeframes and provide closure evidence.

8. Consequences and Reporting

Strong Campus may require remediation, enhanced monitoring, suspension, removal of personnel, contract restriction, termination, referral, or disclosure when warranted. Concerns may be reported confidentially to the Strong Campus Owner through the business contact channels provided in the governing agreement. Lawful external reporting remains protected.

Supplier Acknowledgment

The undersigned confirms authority to bind the organization, acknowledges this Code, agrees to communicate applicable requirements to relevant personnel and lower tiers, and will disclose material exceptions or concerns promptly.

Legal business name: _____

Representative: _____

Title: _____

Signature: _____

Date: _____

Next review date: _____