WICO METAL PRODUCTS



Sustainability & Corporate Social Responsibility

Code of Conduct

and

Wico's Expectations of Suppliers

Version 3, Released December 15, 2025

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Sustainability: What Everyone Needs to Know

Wico Metal Products ("Wico") – Policies, Views and Mandates Related to Sustainability
(Social, Environmental and Economical - Domestically and Internationally):

Overview:

As a Tier One Global Automotive Supplier based in the United States, Wico recognizes the freedom, choices and protections granted to U.S. citizens do not exist globally. Nor does the entire world acknowledge certain environmental issues as critical. This includes (but is not limited to):

- Child labor, abuse and exploitation
- Slavery, human trafficking, or any form of coerced labor against one's will or understanding
- Discrimination based on anything but the proven ability to perform a job (e.g., age, orientation, religion, etc.)
- Mandated silence related to illegal, unethical or unsafe workplace practices ("Whistleblower")
- Procuring, using or selling material known or suspected to fund guerilla or terrorist groups (Conflict Minerals)
- Procuring, using or selling restricted or illegal substances known to harm the earth, the indigenous life of the area it was harvested from, or the atmosphere (REACH, GADSL, Paris Climate Accord, etc.)

We are proud to join corporations on the global front to combat climate change, promote diversified inclusion, and abolish human and animal rights abuses for the overall prosperity of future generations.

Wico adheres to the rules and guidelines established by the United States Government, the State of Michigan and numerous other regulatory authorities, including MIOSHA. Wico is also compliant with various international laws, such as the ones laid out in the International Labor Organization (ILO) and its Declaration on Fundamental Principles and Rights at work. We align our policies to automotive OEMs and other suppliers and expect our suppliers to do so as well. Legal and ethical compliance, as well as maintaining knowledge of current domestic and international laws / events relevant to your area, are minimal requirements.

Wico will not conduct business with entities participating directly or indirectly in unethical or illegal activities, including those with known affiliations to violators of human rights or the environment. Furthermore, upon discovery, Wico will consider the individual(s) and company(ies) as committing a breach of contract, resulting in a contractual termination which may include legal ramifications.

Adherence to the stipulations detailed throughout this document are mandatory to conduct business with Wico, whether as an individual or a business. Annual self-assessments are sent to suppliers, requiring responses to sustainability topics such as the ones discussed throughout this document.

Suppliers must review Wico's **Global Terms & Conditions** for other compliance mandates and legalities, such as indemnification, remediation, proprietary rights and confidentiality.

Sanctioned Regions – Import and Export Laws

Wico will not enter into any business transactions with suppliers, customers or individuals in breach of active United States laws related to government-imposed controls or sanctions. This includes broker services or 3rd-party representatives. Suppliers must:

- ensure goods / services provided are obtained ethically (fairly, competitively) and not in breach of any antitrust laws.
- provide evidence upon request that the goods or services procured are from a sanctioned source / community, free of conflict minerals with as minimal an environmental footprint as humanly possible (see "Responsibly Sourced Materials & Conflict-Free Minerals" section below).

Due Diligence – Monitoring the Supply Chains

Topics discussed in this document should be similarly implemented throughout a supplier's organization and its supply chain. Suppliers are expected to readily have on hand documents required by law as well as those required by customers, including Wico's OEM customers.

Responsibly Sourced Materials & Conflict-Free Minerals

Regardless of global location, all suppliers are expected to follow the mandates laid out in the Dodd-Frank Act Section 1502 Conflict Minerals Disclosure (including EMRT) and the REACH/GADSL legislation to promote supply chain transparency related to the responsible sourcing of materials and minerals. Wico will not conduct business with a supplier who does not follow due diligence in ensuring their supply chain is not in violation of using restricted minerals/materials or one that promotes any other violation in the production of their goods.

Working Conditions and Human Rights

Basic Working Conditions:

Per Wico's policy,

- Wico is an Equal Opportunity Employer as defined by federal law; however, no one under the age of 18 is permitted to work in its facilities (excluding the occasional office-only summer intern). Valid documentation proving they are at least 18 years old and allowed to legally work in the United States must be provided before an offer of employment is made.
- We strive to keep our workplace a neutral and comfortable environment, where our employees feel as safe as possible. To this end, employees are expected to work responsibly, respect the safety of coworkers, observe safety regulations, report unsafe conditions, and wear appropriate safety equipment (provided by Wico).
- In the event of an injury or accident, first aid cabinets are on hand for minor injuries and each building is within 5 minutes of an emergency response station if needed.
- Employees exhibiting erratic or suspicious behavior (as if under the influence of illegal substances) are escorted to a medical clinic and not allowed back on the premises unless cleared by a physician in writing.
- Fighting, use of abusive language, or threatening physical violence to anyone on the property is not tolerated and weapons of any kind are prohibited.
- Being under the influence of illegal substances while on company property will lead to immediate dismissal. Employees using prescription medication with restrictions that may impact their safety or the safety of others in the building are required to disclose this to management so appropriate arrangements can be made.

- Wico is an 'at-will' employer, meaning employees are free to terminate their employment at any time for any reason. Employees sign a statement upon hire acknowledging they understand their right to 'at-will' employment and Wico's rights as well.
- Hourly employees are paid weekly for all hours worked with overtime pay as applicable in compliance with the law and as detailed in Wico's Employee Handbook.
- While Wico is a privately owned non-union company, employees are not banned from freedom of association or their right to discuss unionization during their non-working hours.

Just as Wico prioritizes employees, suppliers are expected to do the same, including:
- a plan of action in case of injury or accidents
- a health and safety management system
- a public display of required government postings and clearly marked hazardous areas

Anti-Harassment Policy:
Wico does not condone and will not tolerate either explicitly or implicitly harassment or "bullying" of any kind towards anyone in the company or others, including clients, vendors, independent contractors, applicants for employment or visitors to the workplace. This includes harassment related to religion, race, cultural origin, gender orientation, age, physical attributes, disability, marital status or other legally protected status. Harassment is unlawful discrimination and is prohibited by federal law and Wico.

For the purposes of this policy, "harassment" means unwelcome verbal or written communication or physical contact because of religion, race, cultural origin, gender orientation, age, physical attributes, disability, marital status or other legally protected status, which unreasonably interferes with a person's work performance, or which creates an intimidating, hostile or offensive work environment.

Examples of harassment may include one or more of the following:
- physically touching another individual in any manner deemed offensive;
- making suggestive or derogatory comments or gestures about a person's religion, race, cultural origin, age, gender orientation, physical attributes, disability, marital status or other legally protected status;
- displaying material such as magazines, cartoons or jokes (written or verbal) which are derogatory about a person's religion, race, cultural origin, age, gender orientation, physical attributes, disability, marital status or other legally protected status.

"Harassment" also includes "sexual harassment", which means any unwelcome sexual advances regardless of how they are communicated (written, verbal, physical, implied or explicit) where conduct or communication:

a) is a term or condition of the individual's employment, whether alluded to or blatantly stated
b) where the individual is impacted by decisions made based on submission to or rejection of such conduct or communication.
c) such conduct or communication has the purpose or effect of unreasonably interfering with an individual's workday or employment is interfered with, or they are subjected to creating an intimidating, hostile or offensive work environment.

Examples of sexual harassment as shown below are not meant to be exhaustive but are included to provide examples of prohibited action:
- repeated and unwelcome requests for meetings (dates) after work or sending messages with suggestive overtures, advances, propositions or threats
- discussing other coworkers in a sexual manner

- suggestive or insulting comments or sounds, including whistling; obscene gestures
- displaying suggestive objects, pictures or letters
- unwanted physical contact, including touching, pinching, brushing the body, impeding or blocking movement; assault and/or battery

Safety and Health Policy:
In order to promote an orderly and efficient work environment, Wico makes every effort to maintain a reasonable degree of comfort for its employees, as well as protection from injury or situational hazards. Safety is the primary key and is the shared responsibility of every employee. As stipulated in Wico's Employee Handbook, each employee must always use their best judgment and avoid carelessness and risky situations. If an accident or work-related illness involving an employee or visitor should occur, the witness(es) must report it immediately to the appropriate personnel, who will then make certain all necessary steps are taken. Any violation of any statute, rule or regulation pertaining to health and safety violations require an immediate report to plant supervision for fast action and investigation.

Employees have a right to know about the chemicals and materials used in the workplace. Wico Metal Products has identified hazardous chemicals/materials, labeled containers, secured Safety Data Sheets (SDS) and trained all Employees with regard to the safe handling of all hazardous chemicals/materials in the workplace.

Suppliers are expected to ensure their employees are trained to observe safety regulations, report unsafe conditions, and wear the appropriate safety equipment.

Honesty and Integrity:
Wico Metal Products selects employees with the fact in mind that the employee's honesty and integrity are of the highest level. In the event an employee is observed taking without authorization or misusing any property of Wico Metal Products or a fellow employee's property, the witness to the offense is responsible to advise the Company of what (s)he observed. Property, equipment or supplies belonging to the company, the customer or other employees are not to be removed from Wico's premises by any employee without express permission to do so.

Privacy and Cyber Security:
Employees who are exposed to confidential information about the company's business are expected to keep such information confidential. They are expected to report immediately to Wico's management if they are contacted in any way by an outside source expressing a desire to gain access to company or customer information, all of which is considered proprietary. Employees sign a form stating they understand these conditions of employment upon hire.

Suppliers must also ensure their company's personnel with access to Wico's or its customer's property (tangible or digital) keep said property proprietary. In addition, suppliers must ensure their IT system in place can withstand attempted cyber-attacks. Any breach in the company's system or personnel which may potentially compromise Wico or its customer(s) must be reported to Wico immediately.

Extracted from Wico's Employee Handbook:

Wico Metal Products

Anti-Bribery & Anti-Corruption Policy

Wico Metal Products is committed to dealing legally and ethically with all applicable anti-bribery laws, including but not limited to the U.S. Foreign Corrupt Practices Act ("FCPA"). We expect the same of the third parties with whom we do business.

No payment by or on behalf of Wico Metal Products shall be made for an unlawful or improper purpose, or for any purpose other than that as described by applicable supporting documents. This includes any payments, gifts, donations, entertainment, travel, meals, or other items of value.

There will be no false or misleading entries made in any books or financial records of Wico Metal Products for any reason.

Wico Metal Products' employee or third-party business expenses shall not be reimbursable unless they are lawful, ethical and supported by detailed documentation (i.e., valid invoices, receipts, etc.).

Wico Metal Products' reputation is dependent on the conduct of our employees, as well as those with whom we do business. Our goal is to ensure that our employees and the third parties with whom we do business reflect high ethical standards and demonstrate a commitment to compliance with all applicable laws. This means we do not engage in nor tolerate price fixing, bid rigging, illegal boycotts or any other questionable business practices. Wico Metal Products also expects our third parties to ensure that their employees and subcontractors understand and comply with this Anti-Bribery & Anti-Corruption Policy.

As a Wico Metal Products employee or business partner, you are required to report any activity, suspected or otherwise, in breach of any condition listed above. Our Open Door Policy ensures a discreet resolution to reporting situations without fear of retaliation. Failure to comply with this Anti-Bribery & Anti-Corruption Policy or any applicable anti-bribery laws, may result in civil or criminal penalties, as well as termination of the employment or business relationship with Wico Metal Products.

Extracted from Wico's Employee Handbook:

Whistleblower Protection Policy

Wico Metal Products requires officers, managers, supervisors, and employees to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. As employees and representatives of the Wico Metal Products, we must practice honesty and integrity in fulfilling our responsibilities and comply with all applicable laws and regulations.

Reporting Responsibility

This Whistleblower Policy is intended to encourage and enable employees and others to raise serious concerns internally so that Wico Metal Products can address and correct inappropriate conduct and actions. It is the responsibility of all officers, managers, supervisors, and employees to report concerns about violations of Wico Metal Products' code of conduct or suspected violations of law or regulations that govern Wico Metal Products' operations.

No Retaliation

It is contrary to the values of Wico Metal Products for anyone to retaliate against any officers, managers, supervisors, and employees who in good faith report an ethics violation, or a suspected violation of law, such as a complaint of discrimination, or suspected fraud, or suspected violation of any regulation governing the operations of Wico Metal Products. An employee who retaliates against someone who has reported a violation in good faith is subject to discipline up to and including termination of employment.

Reporting Procedure

Wico Metal Products has an open-door policy and suggests that employees share their questions, concerns, suggestions or complaints with their direct supervisor. If you are not comfortable speaking with your supervisor or you are not satisfied with your supervisor's response, you are encouraged to speak with Wico Metal Products Human Resources Manager or Chief Financial Officer.

Supervisors and Managers are required to report complaints or concerns about suspected ethical and legal violations in writing to Wico Metal Products' Chief Financial Officer (Lead Human Resources Representative) who has the responsibility to investigate all reported complaints.

Employees with concerns or complaints may also submit their concerns in writing directly to their supervisor, Human Resources Manager or Chief Financial Officer.

If the matter involves suspected accounting irregularities, the employee, supervisor or manager should contact Wico's President who will be the acting Compliance Officer for these matters.

Wico Metal Products' Compliance Officer (Chief Financial Officer; or alternatively the President in the case of suspected accounting irregularities) is responsible for ensuring that all complaints about unethical or illegal conduct are investigated and resolved. The Compliance Officer will advise Ownership and Corporate Officers of all complaints and their resolution.

Acting in Good Faith

Anyone filing a written complaint concerning a violation or suspected violation must be acting in good faith and have reasonable grounds for believing the information disclosed indicates a violation. Any allegations that prove not to be substantiated and which prove to have been made maliciously or knowingly to be false will be viewed as a serious disciplinary offense.

Confidentiality

Violations or suspected violations may be submitted on a confidential basis by the complainant. Reports of violations or suspected violations will be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation.

Handling of Reported Violations

The Wico Metal Products' Chief Financial Officer will notify the person who submitted a complaint and acknowledge receipt of the reported violation or suspected violation. All reports will be promptly investigated, and appropriate corrective action will be taken if warranted by the investigation.

Scott McVeigh,
President
Wico Metal Products

Extracted from Wico's Employee Handbook: Open Door Policy & Complaint Resolution Procedure

OPEN DOOR POLICY

If anything about your work at Wico Metal Products gives you cause for concern, it is your responsibility to bring it to Management's attention.

Whatever you may wish to label it - - complaint, grievance, or suggestion - - there is a way to have it reviewed and to establish a basis for better understanding.

Wico Metal Products practices an Open-Door Policy for all employees. Although most problems or questions can be solved by discussing them with your immediate supervisor, problems can be taken to the next level of Management or to Human Resources.

Regardless of the steps you take, you will find Management at all levels willing to listen to your suggestion or complaint and to attempt to help bring about a solution or clarification. By helping to solve problems, Management also benefits by gaining valuable insight into defects in existing procedures or the need for new methods. While there may not always be automatic answers to every situation, Wico employees do always have an avenue open to resolve problems that may arise.

COMPLAINT RESOLUTION PROCEDURE

Misunderstandings or conflicts can arise in any organization. To ensure effective working relations, it is important that such matters be resolved before serious problems develop. Most incidents resolve themselves naturally. However, should a situation persist that you believe is detrimental to you or to Wico Metal Products, you should follow the procedure described here to bring your complaint to Management's attention.

STEP ONE - Discussion of the problem with your immediate supervisor is encouraged as a first step. If, however, you do not believe a discussion with your supervisor is appropriate, you may proceed directly to step two.

STEP TWO - If your problem is not resolved after discussion with your supervisor or if you feel discussion with your supervisor is inappropriate, you are encouraged to request a meeting with his/her supervisor. In an effort to resolve the problem, the supervisor will consider the facts, conduct an investigation, and may also review the matter with Human Resources and/ or the Department Head of the Company. You will normally receive a response regarding your problem within five working days of meeting with your supervisor.

STEP THREE - If you are not satisfied with your supervisor's decision and wish to pursue the problem or complaint further, you may prepare a written summary of your concerns and request that the matter be reviewed by the Chief Financial Officer and/or the Chief Operations Officer of the Company.

After a full examination of the facts, which may include a review of the written summary of your statement, discussions with all individuals concerned, and further investigation, if necessary, you will normally be advised of Management's decision within fifteen (15) working days.

Wico Metal Products does not tolerate any form of retaliation against employees for availing themselves of this procedure. The procedure should not be construed, however, as preventing, limiting, or delaying Wico Metal Products from taking disciplinary action against any individual, up to and including termination, in circumstances (such as those involving problems of overall performance, conduct, attitude, or demeanor) where the Company deems disciplinary action appropriate.

The policies outlined above are for the efficient operation of the Company. They do not constitute the terms and conditions of employment, nor do they constitute a contract between the employee and the Company.

In reading this handbook you may find that there are some points that you would like to have clarified. Your supervisor can help you with any questions you may have. The policies and procedures discussed in this handbook may be revised or modified at any time. You will be notified of such changes by Company bulletins or other means.

For use by Wico Visitors / Contractors

See Something?

Say Something.

Are you aware of a situation that is a potential threat / danger to any people or property at Wico*?

If you feel it has not or cannot be resolved using Wico's **Open Door Policy**, use this **QR Code** to document and send your concern to upper management.

Environmental

Social

Safety

Physical

Structural

Ethical

*For a life-threatening <u>emergency</u> at Wico, call 911 then find a First-Aider or Supervisor immediately to assist.

Environmental

Wico is certified to ISO 14001:2015 with annual audits to verify the internal and governmental mandates put in place are intact and compliant to the law.



BELOW ARE STEPS WICO HAS TAKEN AND/OR ENCOURAGES SUPPLIERS TO TAKE:

Greenhouse Gases (GHG) & Carbon Neutrality - As future generations and businesses will inherit the results of actions taken today, it is imperative for businesses to work both independently and collaboratively to eliminate **Greenhouse Gases** and achieve (net zero) **carbon neutrality**. Commitment to learning everything possible from forums such as The Climate and Clean Air Coalition (CCAC) and The Paris Agreement is everyone's responsibility. While it is difficult to measure, Wico strives to reduce its environmental footprint in every way possible as stated in our Environmental Policy.

Renewable Energy and Energy Efficiency – Wico periodically evaluates its energy usage and encourages discussions to explore ideas on using less energy. Third-party suggestions on renewable energy are reviewed to determine feasibility in order to run as "green" as possible.

Water quality & consumption / management – Wico implemented simple steps such as installing water-efficient equipment in restrooms, reminding employees to be conscientious when using water, remaining diligent with ISO 14001 disciplines and ensuring all are trained in waste-water disposal and stopping spills to prevent contaminating rainwater runoff.

Air quality – Wico has implemented currently known techniques to ensure minimal pollution. Filtration devices to capture dust particles have been installed in key areas, with the goal of ensuring pollution levels are kept to an absolute minimum.

Responsible chemical management – Wico uses lubricant (oil) as the only significant chemical in production; however, all suppliers are expected to ensure regulatory compliance in handling chemicals safely, minimizing the use of chemicals and, if using a substance deemed damaging to the environment, to find a suitable alternative as soon as possible upon discovery.

Sustainable resource management – Very few natural resources are used at Wico; however, staying current with improved applicable technology and investigating the feasibility of introduced ideas are two keystones to ensuring continued resource use remains minimal and possibly even improves.

Waste reduction, reuse and recycling – Whenever possible, recycled material is used to promote waste reduction (e.g., packaging materials, printer ink cartridges, etc.). Digital media is strongly encouraged to promote less paper waste.

Animal welfare – Wico fully supports the ethical and humane treatment of animals as outlined by the World Organization for Animal Health (formerly known as OIE) in its five animal rights act.

Soil quality, biodiversity, land use & deforestation – Wico is situated in a long-standing industrial area with buildings on cement foundations which were established many years ago. Suppliers involved in new construction should commit to being as eco-friendly and non-impactful as possible to the soil, the trees and the other indigenous life that is dependent on that land.

Noise emissions – Wico monitors the level of noise in its production facilities and mandates hearing protection use as part of its PPE (personal protective equipment). Each employee undergoes an annual hearing tests if they are working in any of Wico's manufacturing facilities with stamping presses.

Annual Supplier Self-Assessment: ***Verification Required Related to Sustainability via Electronic Form***

Wico reserves the right to conduct a second-party audit to verify compliance and responses submitted by suppliers. Below are the portions of this assessment that include "sustainability" items, such as abiding international laws, human rights, and environmental issues.



Each question requires one of the following responses and includes a "Notes" field. The questions shown below have been cut/pasted from the electronic form::

- ◯ 0 = No Documented System, No Compliance
- ◯ 1 = No Documented System, Compliance
- ◯ 2 = Documented System, Partial Compliance
- ◯ 3 = Documented System, Full Compliance
- ◯ N/A = Not Applicable - state the reason in the Notes field

Legal Compliance

LC-1: Legal Compliance *

Policies are in place to ensure all regional, federal, state, local and trade regulations are adhered to. If business is conducted outside of the company's locale, resources to the outside area's rules and regulations are procured, reviewed and adhered to (provided they are not in violation of U.S. mandates).

LC-2: Property Protection *

Documented methodology and fail safes are in place to protect the customer's intellectual and physical property from being sold, traded or abused.

LC-3: Employee Compliance *

Employees having contact or engaging in transactions with outside sources have been trained in anti-corruption protocol and will not accept / solicit personal gain "rewards" in exchange for company business or information that could influence the company's decisions. Only legitimate and legal methods are used to win / award business.

LC-4: Employee Empowerment *

Written policies/processes are in place and made available to employees, encouraging them to report unethical or illegal activities involving the company or its personnel (whistle blower). Employees are aware of this and know they have the ability to report anonymously without fear of repercussion, regardless of the offender's position in the company.

Human Rights

HR-1: Employee Safety *

The company has written rules to keep the workplace environment as safe, neutral and comfortable as possible. Communication to employees state they are expected to work responsibly, respect the safety of coworkers, to observe safety regulations, report unsafe conditions, and utilize required safety equipment. Plant is clean, well-lit and organized (5-S or similar system in place).

HR-2: Discrimination *

No person is denied employment, promotion or wage increases based on physical attributes/traits, cultural/religious beliefs or any other legally prohibited reason.

HR-3: Harassment and Bullying *

A written anti-harassment policy has been distributed company-wide stating that harassment or bullying of any kind for any reason is not tolerated.

HR-4: Labor *

Government laws are followed related to child labor, forced labor and illegal immigrant labor. Employees are paid no less than the legal minimum wage in their region for the hours worked and are paid in a timely manner. Hours worked follow established government guidelines as well. No illegal or unethical remuneration is permitted. Before entering into a contract with a 3rd party supplier, due diligence is performed to determine fair labor practices within that company. If a supplier is found to be in violation of these laws, contracts are considered breach and terminated immediately.

HR-5: Protecting Personal Information *

Safeguards are in place to protect employee information from nonessential internal release or any external release unless required by law. If possible, the employee is informed in advance when such releases occur and written permission is obtained when applicable.

HR-6: Animal Welfare *

Wico fully supports the ethical and humane treatment of animals as outlined by the World Organization for Animal Health (formerly known as OIE) in its five animal rights act. At a minimum, please read Chapter 7.1 by copying/pasting this link into your web browser: https://www.woah.org/fileadmin/Home/eng/Health_standards/tahc/2016/en_chapitre_aw_introduction.htm#:~:text=That%20the%20internationally%20recognised%20'five,valuable%20guidance%20in%20animal%20welfare.

◯ 0 = Not supported ◯ 3 = Fully supported

Environmental

EP-1: Environmental - General *

Required pollution testing results are documented as required by law (air quality, water, soil, etc.). Systems are documented related to proper disposal of waste and pollutants so as to not contaminate the environment. No visible indicators of pollution or spills.

EP-2: Environmental - Conservation *

Methods are in place to reduce the usage of materials by employees (i.e., motion-detection lights, hand dryers vs paper towel, auto-off faucets, signs reminding employees to shut off lights or shut down equipment when not in use, etc.). Personnel are encouraged to submit ideas on reducing consumption / pollution. Changes made are documented (continuous improvement).

EP-3: Environmental - Global *

Actions are documented and a framework is in place for reducing the company's **Ecological Footprint** and achieving **Climate Neutrality**. Awareness exists of mandates for companies per the **Paris Agreement** and discussions are happening on how to achieve these goals (cut/paste this link to read more about the Paris Agreement: https://unfccc.int/process-and-meetings/the-paris-agreement/the-paris-agreement).

EP-4: Conflict Minerals *

The latest revision of the CMRT has been completed and is available for review (for a blank template, cut/paste this website: https://www.responsiblemineralsinitiative.org/reporting-templates/cmrt/).

Verification

Wico's Global Terms and Conditions *

Copy / paste this link to access to Wico's Global Terms and Conditions (password to Supplier portal is ***wicometals***):
http://www.wicometal.com/

◯ I verify I have read Wico's Global Terms and Conditions.

◯ I have not read Wico's Global Terms and Conditions.

Supplier Acknowledgement and Agreement

By signing below, you acknowledge to the best of your ability:

- You have read this document and understand the contents and its intention.
- You have distributed it to the people responsible in your company for ensuring compliance.
- Your company is (check one):

  ___ aware of and in compliance with all topics discussed above.

  ___ aware of and working towards compliance with topics discussed above.

  ___ will begin researching and strive to achieve corporate social and environmental sustainability as described above. (Completion Target Date:___/___/___)

  ___ other (explain):_____

- You will keep current with global and domestic forums on the topics captured under the sustainability 'umbrella'
- You are aware of and agree to submit updated annual self-assessments sent by Wico and understand an onsite audit may be carried out by either Wico or a third party contracted by Wico for this purpose.

Signature:_____ Date:_____/_____/_____

Printed Name:_____ Title:_____

Company Name:_____

Company Address:_____

Send completed form to Wico's Supplier Quality Engineer, Cheryl Vitale (cvitale@wicometal.com)