



Knightsbridge Plastics, Inc.

3075 Osgood Court, Fremont, CA 94539
Tel: (510) 440-8444 • Fax: (510) 440-8464
www.kpi.net

ISO 9001:2015 Certified
ISO 13485:2016 Certified

SUPPLIER CODE OF CONDUCT

Introduction

At Knightsbridge Plastics, Inc., we are committed to conducting business ethically, responsibly, and sustainably. This Supplier Code of Conduct outlines our expectations for all suppliers who do business with us. By adhering to this code, suppliers help ensure that our shared values of integrity, respect, and accountability are upheld throughout the supply chain.

Compliance with Laws and Regulations:

1. **Legal Compliance:** Suppliers must comply with all applicable local, national, and international laws and regulations, including those related to labor, health and safety, and the environment.
2. **Business Integrity:** Suppliers must conduct their business in an ethical manner, avoiding any form of corruption, bribery, or fraudulent practices.

Labor and Human Rights:

1. **Forced Labor:** Suppliers must not use forced, bonded, or involuntary labor of any kind. Employment should be freely chosen.
2. **Child Labor:** Suppliers must not employ workers below the legal minimum age for employment. Suppliers are expected to adhere to international standards on child labor.
3. **Fair Treatment:** Suppliers must treat all employees with dignity and respect. There must be no harsh or inhumane treatment, including harassment, abuse, or any form of discrimination.
4. **Wages and Benefits:** Suppliers must comply with all applicable wage and hour laws, including those relating to minimum wages, overtime compensation, and legally mandated benefits.

Health and Safety:

1. **Workplace Safety:** Suppliers must provide a safe and healthy working environment. This includes taking proactive measures to prevent workplace hazards and ensuring that employees are adequately trained to perform their jobs safely.
2. **Emergency Preparedness:** Suppliers must identify and assess potential emergency situations and implement emergency plans and response procedures.

Environmental Responsibility:

1. **Environmental Compliance:** Suppliers must comply with all applicable environmental laws and regulations. This includes obtaining and maintaining necessary environmental permits.
2. **Sustainable Practices:** Suppliers are encouraged to adopt sustainable practices in their operations, including the efficient use of resources, reducing waste, and minimizing the environmental impact of their activities.



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Ethical Business Practices:

1. **Conflict of Interest:** Suppliers must avoid any situations where personal interests could conflict with the interests of Knightsbridge Plastics, Inc. Suppliers must disclose any potential conflicts of interest.
2. **Confidentiality:** Suppliers must protect confidential information, including intellectual property, and only use such information for its intended purpose.
3. **Fair Competition:** Suppliers must engage in fair business practices, including fair competition and fair marketing standards.

Monitoring and Compliance:

1. **Audits and Assessments:** Suppliers must allow Knightsbridge Plastics, Inc., to conduct assessments as needed to verify compliance with this Supplier Code of Conduct.
2. **Corrective Actions:** If non-compliance is identified, suppliers must take prompt corrective actions to address the issues. Continued non-compliance may result in termination of the business relationship.

Reporting Concerns:

1. **Whistleblower Protection:** Suppliers must provide a mechanism for employees to report concerns or violations of this Code without fear of retaliation. Reports can be made confidentially.
2. **Communication:** Suppliers must communicate the principles of this Code to their employees, subcontractors, and suppliers.

Conclusion:

By adhering to this Supplier Code of Conduct, suppliers demonstrate their commitment to ethical, responsible, and sustainable business practices. We look forward to working together to achieve our shared goals.

This document is intended to set clear expectations and foster a positive and productive relationship between Knightsbridge Plastics, Inc., and our suppliers.

Thank you for your cooperation and commitment.