



Vendor Ethics Policy

MicroSalt Inc. believes in the free flow of safe commerce, as operated by vendors, individuals, and merchants, with respect for cultural and legal differences between countries and cultures. We are committed to conducting business within the highest standards of honesty, fairness, integrity, and in compliance with all applicable laws. MicroSalt Inc. expects all its vendors to share our principles and uphold these standards.

MicroSalt Inc. works with vendors who act with integrity and demonstrate a commitment to safe, legal, ethical, fair, and environmentally responsible business practices. Our policy requires that all vendors be open, transparent, and cooperative as they follow the guidelines below. **Under no circumstances are gifts, payments, or any other inducements permitted to any MicroSalt employees or contractors to gain vendor status.**

Human Rights: the ethical treatment of people, health, and safety, with zero tolerance for child labor/exploitation, modern slavery, forced labor or human trafficking.

Workplace Labor Practices: fair wages, benefits, working hours, overtime, time off and breaks for workers, abides by Modern Slavery Policy if applicable in that jurisdiction, and related laws.

Ethical and Legal Business Practices: transparency, disclosure, and compliance with local, state, and federal laws and regulations, workable management systems and governance, with no tolerance for corruption and bribery.

Commitment to Environmental Sustainability: responsible sourcing and sustainability if applicable.

Inclusion and Equity: no discrimination, harassment, or abuse of employees, with a focus on inclusion and diversity.

Data Protection Compliance: data collection, maintenance, storage, and privacy standards that follow all applicable regulations and protections. MicroSalt Inc. expects all employees, customers, partners, suppliers, and stakeholders to promptly inform MicroSalt Inc. about any conduct or circumstances that they believe may violate the Vendor Ethics Policy.

If MicroSalt Inc. believes that vendor is not in compliance with any portion of this policy, vendor shall provide evidence of compliance as requested by MicroSalt Inc. If Vendor is found to be in violation of this policy, vendor shall remedy any such violation in a timely manner or lose its vendor status.

The contents of this Policy are an additional to and do not in any way affect any of MicroSalt Inc. rights and remedies under any relevant agreement with vendor.