



Code of Conduct

Introduction

At Barnhardt Manufacturing, we are committed to maintaining the highest standards of integrity, professionalism, and ethical behavior in all aspects of our operations. This Code of Conduct serves as a guide to ensure that every employee, partner, and associate acts in a manner that reflects our values and supports our mission. Our core values emphasize loyalty and longevity, fostering enduring relationships with customers, employees and partners. We value teamwork, where every member contributes to shared success, and encourage self-starters to drive initiative and innovation. Together, these values guide us in delivering exceptional quality and sustainability. It is vital that we all adhere to these principles to create a workplace that fosters trust, respect, and accountability.

1. Professional Integrity

- **Honesty and Transparency:** We are committed to acting with honesty and transparency in all of our business dealings. Misrepresentation, fraud, or deceptive practices will not be tolerated.
 - **Conflict of Interest:** Associates and business partners must avoid situations where personal interests conflict with the best interests of the company. All potential conflicts must be disclosed immediately to a supervisor or HR.
 - **Confidentiality:** Protecting confidential information is essential. Associates and business partners must not disclose, share, or misuse proprietary or private information unless authorized and required by law.
 - **Social Media:** When using social media, Associates and business partners may not speak on the Company's behalf unless specifically authorized to do so. We do not condone the posting of content that is malicious, discriminatory, obscene, threatening, intimidating, bullying, or harassing that may appear to be endorsed by Barnhardt when they are not.
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2. Respect and Inclusion

- **Diversity and Equal Opportunity:** We value diversity and are committed to providing an inclusive and respectful workplace that respects the basic rights to which all human beings are entitled. Everyone is treated fairly, regardless of race, gender, ethnicity, age, disability, religion, or background.
- **Harassment-Free Environment:** Discrimination, harassment, or bullying of any kind is strictly prohibited. We aim to create a safe, supportive, and collaborative environment for all associates and business partners.
- **Respectful Communication:** We believe in fostering an open and respectful dialogue at all levels. Disagreements should be addressed in a constructive manner, with a focus on finding solutions rather than placing blame.

3. Compliance with Laws and Regulations

- **Legal Compliance:** All employees and associates must comply with the local, national, and international laws and regulations applicable to our business. This includes, but is not limited to, tax laws, environmental regulations, health and safety standards, and anti-bribery regulations.
 - **Anti-Corruption and Bribery:** Bribery, kickbacks, or any form of corruption are strictly prohibited. We expect all employees and partners to conduct business with integrity and fairness.
 - **Social Responsibility:** We refuse to engage in or condone the unlawful employment or exploitation of children in the workplace or the use of forced labor and expect our suppliers and contractors to uphold the same standards.
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4. Workplace Health and Safety

- **Safe Working Environment:** We are committed to providing a safe and healthy workplace. Associates should report any unsafe conditions or practices to the relevant authority within the company.
 - **Well-being:** We support the physical and mental well-being of our employees and encourage a balanced approach to work and life. Any concerns related to mental health, wellness, or stress should be addressed with HR or a designated support professional.
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5. Accountability and Responsibility

- **Responsibility to Stakeholders:** We are committed to being responsible stewards of the trust placed in us by our customers, associates, partners, and investors. Our actions should reflect the best interests of these stakeholders and align with the company's core values.
- **Quality and Performance:** Each individual is expected to perform their duties to the highest standard, continuously striving for excellence, accuracy, and attention to detail in all tasks and projects.
- **Reporting Violations:** If you become aware of any behavior that violates this Code of Conduct, you have a responsibility to report it to your supervisor. Retaliation for reporting violations is prohibited.
- **Supplier Risk Assessment:**
With cooperation from suppliers, we will promote procurement activities on the basis of compliance with relevant laws and regulations, as well as social norms.



6. Sustainability and Social Responsibility

- **Environmental Stewardship:** We recognize our responsibility to the planet and aim to minimize our environmental footprint through sustainable practices, including waste reduction, energy conservation, and responsible sourcing.
- **Community Engagement:** We actively seek ways to positively impact the communities in which we operate. Our business practices should reflect our commitment to making a difference in society.

7. Protecting Company Assets

- **Company Resources:** Associates must ensure the proper use of company resources, including technology, time, and materials. Misuse or theft of company property is strictly prohibited.
- **Intellectual Property:** We value and protect the intellectual property of the company and respect the intellectual property rights of others. Unauthorized use or sharing of intellectual property will not be tolerated.

8. Ethical Business Practices

- **Fair Competition:** We are committed to competing fairly and ethically in the marketplace. Price-fixing, market manipulation, or any other form of anti-competitive behavior is prohibited.
- **Customer Relationships:** Our customers are at the heart of our business, and we are committed to providing high-quality products and services that meet their needs. We will maintain open, honest, and transparent communication with all customers.

Conclusion

The standards outlined in this Code of Conduct represent the values that define Barnhardt and its subsidiaries. Our reputation as a trusted business partner and employer depends on each of us embracing these principles and demonstrating ethical behavior in everything we do. Genuine and honest, we operate with a pure heart, always putting integrity first. Barnhardt's authenticity and commitment to quality have earned it the respect of an industry.

Failure to adhere to this Code may result in disciplinary action, up to and including termination of employment or business relationships. We encourage all associates and partners to uphold these standards, contributing to a culture of integrity, mutual respect, and long-term success.