



Sustained Value Advisors **Supplier Code of Conduct**

April 01, 2025

1. Purpose

Sustained Value Advisors is committed to conducting business in an ethical, responsible, and sustainable manner. As part of that commitment, we expect our suppliers, contractors, service providers, and their subcontractors (collectively, “Suppliers”) to adhere to the standards outlined in this Supplier Code of Conduct (“Code”).

This Code defines our minimum expectations for ethical behavior, legal compliance, and responsible business conduct.

2. Scope

This Code applies to all Suppliers providing goods and/or services to Sustained Value Advisors, regardless of geographic location or size. Suppliers are also responsible for ensuring that their own suppliers and subcontractors uphold equivalent standards.

3. Expectations

The following provides the expectations that suppliers must uphold.

3.1 Legal and Ethical Compliance

- Comply with all applicable laws, rules, and regulations in the jurisdictions in which they operate
- Conduct business with integrity, transparency, and accountability
- Avoid any form of corruption, bribery, fraud, or unethical business practice
- Respect confidential information and protect intellectual property rights
- Disclose any actual or potential conflicts of interest in their relationship with Sustained Value Advisors

3.2 Labor and Human Rights

- Respect international human rights
- No use of forced, bonded, or indentured labor, or involuntary prison labor
- No child labor, with a minimum working age of 15 or the legal minimum, whichever is higher
- Fair wages, working hours, and conditions in compliance with applicable labor laws
- Safe, respectful, and non-discriminatory work environments
- Freedom of association and the right to collective bargaining, in accordance with local law

3.2 Health and Safety

- Provide a safe and healthy workplace
- Comply with all applicable occupational health and safety laws
- Create procedures to prevent workplace hazards, accidents, and injuries
- Provide access to necessary protective equipment and training

3.3 Environmental Responsibility

- Comply with all applicable environmental laws and regulations
- Strive to reduce environmental impacts, including emissions, waste, and resource use
- Adopt environmentally responsible practices in operations, packaging, and logistics
- Disclose any significant environmental violations when requested

3.4 Diversity, Equity, and Inclusion

- Promote inclusive employment and supplier practices
- Prohibit discrimination based on race, ethnicity, gender, religion, sexual orientation, disability, or other protected status
- Support equal opportunity and advancement for underrepresented groups

3.5 Indigenous People:

- recognize the unique culture and connection of Indigenous peoples to the land
- aim to develop mutually beneficial relationships based on recognition of rights, respect, and trust

4. Monitoring and Enforcement

Sustained Value Advisors reserves the right to assess compliance with this Code at any time. Suppliers are expected to cooperate in good faith, provide requested documentation, and take prompt corrective action in response to any violations. Failure to comply with this Code may result in review, suspension, or termination of the business relationship.

5. Reporting Concerns

We take concerns seriously. Suppliers are encouraged to raise ethical concerns or suspected violations of this Code confidentially. We are committed to responding respectfully, promptly, and without retaliation.

6. Review and Commitment

This Code is reviewed annually and updated as needed. Suppliers are expected to read, understand, and uphold its principles. By adhering to this Code, suppliers affirm our shared commitment to sustainable practices.

7. Acknowledgment and Acceptance

By signing below, the Supplier acknowledges that they have read, understood, and agree to comply with the Sustained Value Advisors Supplier Code of Conduct. The Supplier further agrees to communicate these standards to their employees, contractors, and relevant third parties involved in fulfilling obligations to Sustained Value Advisors.

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Supplier: _____

Authorized Representative: _____

Title: _____

Signature: _____

Date: _____