



## **Supplier Code of Conduct**

Atlas Technical Consultants, Inc. (“we” or “Atlas”) expects all of our suppliers, vendors, subcontractors, service providers and any other business partners (“suppliers”) to operate in a manner that is consistent with our commitment to protect people and the environment. We expect all suppliers to comply with requirements and regulations at the local, state and national levels; and to protect human and labor rights in accordance with the United Nations Universal Declaration of Human Rights, United Nations Guiding Principles on Business and Human Rights and the International Labor Organization’s Fundamental Conventions. All of our suppliers are also expected to conduct business ethically.

### **Child and Forced Labor**

All suppliers must adhere to labor laws pertaining to underage workers and prohibit the use of child labor in accordance with the ILO Minimum Age Convention. Suppliers should not permit any form of forced or indentured labor and comply with the standards outlined in the ILO Forced Labor Convention and the ILO Abolition of Forced Labor Convention.

### **Freedom of Association and Collective Bargaining**

Suppliers must allow the rights of freedom of association and collective bargaining. In locations or situations where freedom of association and collective bargaining are restricted, suppliers are encouraged to facilitate these rights.

### **Non-Discrimination and Equal Opportunity Employment**

Suppliers should not discriminate on the basis of gender, race, disability, ethnicity, nationality, religion, sexual orientation, gender identity or expression, color, age, national origin, ancestry, or any other legally protected category. Suppliers should also provide equal opportunities in regard to recruitment, promotion and remuneration.

### **Health, Safety and Wellbeing**

Suppliers are expected to provide a safe and healthy working environment for all employees and comply with all applicable health and safety laws and regulations. Suppliers are encouraged to implement security arrangements and emergency preparedness plans to protect employees.

### **Wages and Working Hours**

Suppliers should adhere to all minimum wage laws and show a clear commitment to a fair or living wage for all employees. Suppliers should have implemented standards for working time in accordance with internationally recognized minimum standards of no more than 48 regular hours of work per week, a rest period of at least 24 hours every seven days and maximum of 12 hours of voluntary overtime per week.

### **Environmental Compliance and Management Systems**

We expect suppliers to comply with all environmental requirements and regulations at the local, state and national levels.



We encourage suppliers to implement policies, procedures and programs, including an environmental management system to minimize their own environmental impact and increase the efficiency of their operations. This includes using low-carbon or renewable energy alternatives across all services and operations including manufacturing and transportation, reducing waste sent to landfill through recycling or reusing materials and minimizing the use of hazardous products.

### **Environmental Impacts of Products and Services**

Suppliers should ensure products and services do not negatively impact the environment and ensure appropriate measures to mitigate any risks. This includes properly disposing of and reducing the use of hazardous materials and waste; monitoring, measuring and properly treating air emissions prior to discharge; and monitoring, measuring and properly treating wastewater prior to discharge.

### **Business Ethics**

Suppliers must act with integrity and observe the highest ethical standards of business conduct. Integrity requires, among other things, being honest, fair and candid.

We expect all suppliers to comply with the anti-corruption laws of the countries in which they do business, including the U.S. Foreign Corrupt Practices Act. Suppliers should not directly or indirectly give anything of value to government officials, including employees of state-owned enterprises or foreign political candidates.

### **Compliance**

Suppliers are expected to monitor their performance on the practices covered in this Supplier Code of Conduct and to implement necessary management systems to ensure compliance. Suppliers are also encouraged to ensure their own suppliers operate in a manner that is consistent with this policy.

Atlas reserves the right to audit supplier compliance with this policy. This Supplier Code of Conduct may be reviewed and updated periodically and is publicly available to all of our suppliers.