



WORTHINGTON
ENTERPRISES

SUPPLIER CODE OF CONDUCT

AUGUST 2024





A market-leading **designer** and
manufacturer of innovative Building
Products and Consumer Products



OUR PHILOSOPHY

Our deeply held Philosophy
is rooted in the Golden Rule—
we treat our customers, employees,
investors, and suppliers
as we would like to be treated.

Our Philosophy

EARNINGS

Our first corporate goal is to earn money for our shareholders and increase the value of their investment. We believe that the best measurement of the accomplishment of our goal is consistent growth in earnings per share.

OUR GOLDEN RULE

We treat our customers, employees, investors and suppliers, as we would like to be treated.

PEOPLE

We are dedicated to the belief that people are our most important asset. We believe people respond to recognition, opportunity to grow and fair compensation. We believe that compensation should be directly related to job performance and therefore use incentives, profit sharing or otherwise, in every possible situation. From employees we expect an honest day's work for an honest day's pay. We believe in the philosophy of continued employment for all Worthington people. In filling job openings every effort is expended to find candidates within Worthington, its divisions or subsidiaries.

CUSTOMERS

Without the customer and their need for our products and services we have nothing. We will exert every effort to see that the customer's quality and service requirements are met. Once a commitment is made to a customer, every effort is made to fulfill that obligation.

SUPPLIERS

We cannot operate profitably without those who supply the quality materials we need. We ask that suppliers be competitive in the marketplace with regard to quality, pricing, delivery and volume purchased. We are a loyal customer to suppliers who meet our quality and service requirements through all market conditions.

ORGANIZATION

We believe in a divisionalized organizational structure with responsibility for performance resting with the head of each operation. All managers are given the operating latitude and authority to accomplish their responsibilities within our corporate goals and objectives. In keeping with this philosophy, we do not create excessive corporate procedures. If procedures are necessary within a particular company operation, that manager creates them. We believe in a small corporate staff and support group to service the needs of our shareholders and operating units as requested.

COMMUNICATION

We communicate through every possible channel with our customers, employees, shareholders, suppliers and financial community.

CITIZENSHIP

Worthington practices good citizenship at all levels. We conduct our business in a professional and ethical manner. We encourage all our people to actively participate in community affairs. We support worthwhile community causes.

Originally written by Worthington Industries Founder John H. McConnell



Guided by Our Philosophy

A People-First, Performance-Based Culture

Culture of Engagement



Strong sense of belonging and accountability, driving ownership of results

Health & Safety



Putting our people first and ensuring the health and safety of our employees

Positive Impact



Partnering with organizations and school districts to support our communities

Diversity & Inclusion



Valuing diversity of all types and committed to building an inclusive culture

Profit-Sharing Incentives



Committed to best-in-industry practices in recruiting, promotion, and retention



SUPPLIER CODE OF CONDUCT

We believe in treating our customers, employees, investors and suppliers as we would like to be treated.

We expect that our suppliers conduct business in a way consistent with the unique principles and values of our company.

This Supplier Code of Conduct is provided as a guideline to the basic requirements expected of our suppliers.



OCCUPATIONAL HEALTH AND SAFETY

We expect our suppliers to fully comply with all applicable laws and regulations governing health and safety at work.

Furthermore, suppliers should use a health and safety management system to implement proactive measures that support accident prevention and minimizes health risk exposure.



LABOR AND HUMAN RIGHTS

Minimum Work Age – Suppliers shall not use any form of child labor within their organization or purchase materials or services from companies using underage labor.

Forced Labor – Suppliers shall not use any form of forced, involuntary or slave labor within their organization or purchase materials or services from companies using forced, involuntary, or slave labor.

Discrimination – Suppliers are expected to promote equal opportunities and fair treatment of all employees in hiring and employment practices.

Freedom of Association/ Collective Bargaining – Employees' rights to free association and collective bargaining shall be recognized and respected, as far as legally permitted.

Compensation and Working Time - Suppliers are expected to comply with applicable wage and working hours labor laws and regulations.

Diversity - Worthington believes in the value of diversity and our suppliers are expected to be inclusive and ensure that your employees and other stakeholders are always treated with dignity and respect.



ETHICS IN BUSINESS

Prohibition of Bribery – Suppliers shall not tolerate corruption or bribery in any facet of business and shall ensure compliance with all anti-corruption laws, including but not limited to the Foreign Corrupt Practices Act.

Preventing Conflicts of Interest – Suppliers must not make business decisions that will create situations that are, or appear to be, a conflict of interest. Any factors that might influence our suppliers' decision due to private, business or other conflicts of interest must be prevented.

Antitrust/ Unrestricted Competition – Suppliers are expected to conduct business in a fair manner and comply with all applicable antitrust laws and regulations.

Confidentiality – Suppliers are expected to keep Worthington Enterprises' business, financial and technical information confidential using appropriate safeguards.

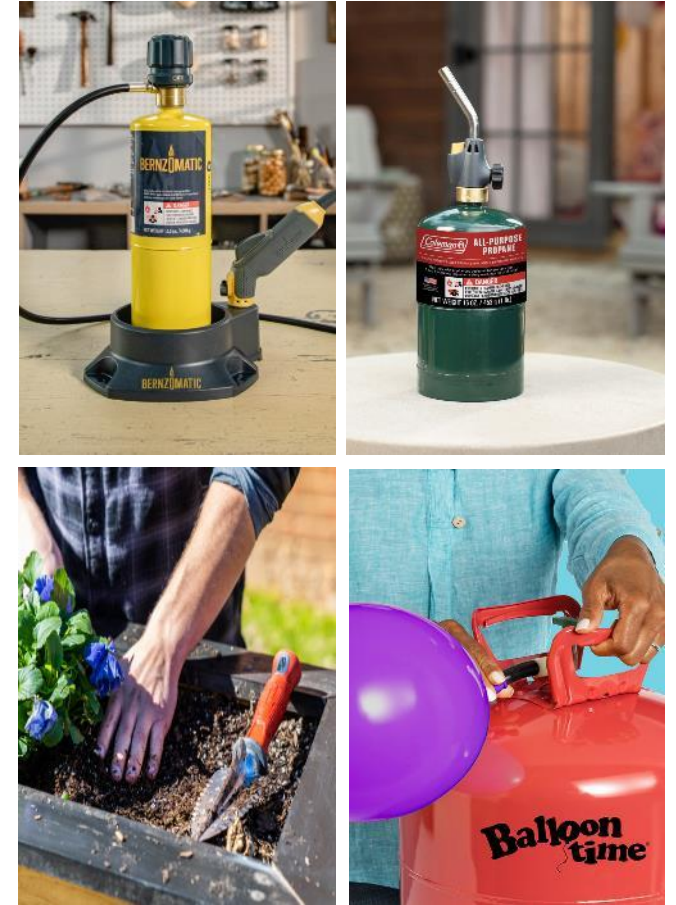
Counterfeit Parts – Suppliers are expected to develop, implement, and maintain effective methods and processes appropriate to their products to minimize the risk of introducing counterfeit parts and materials into deliverable products. In addition, suppliers shall provide notification to recipients of counterfeit product(s) when warranted and exclude them from the delivered product.



ENVIRONMENTAL PROTECTION

We expect our suppliers to fully comply with all applicable laws, regulations and standards in the jurisdiction in which they operate.

Suppliers are expected to operate in a way that minimizes the impact on natural resources and protects the environment.





Supplier Relations

We expect our suppliers to communicate and encourage their suppliers to comply with the minimum standards within this Code of Conduct.