

Supplier Code of Conduct

Cascade Energy has built a reputation of honesty, responsibility, and fairness by conducting our business according to the highest ethical standards. Cascade's Supplier Code of Conduct embodies these core values and reflects our commitment to operate with the highest level of integrity. As part of this commitment, Cascade expects our business partners to share in these same core values and business practices.

This Supplier Code of Conduct governs any company or entity that sells or seeks to sell any products or services to Cascade and/or any of its affiliates, whether directly or indirectly through its employees, affiliates, distributors, subcontractors, agents, or other representatives (defined hereafter as "Suppliers").

Cascade expects its Suppliers to operate using the highest ethical and legal principles. Suppliers are responsible for ensuring that any employees, affiliates, distributors, subcontractors, agents, or other representatives of Supplier providing products or services to Cascade or to Cascade's customers on behalf of Cascade comply with Cascade's Supplier Code of Conduct.

Cascade's Suppliers must comply with applicable laws, rules, regulations, and other legal requirements in all jurisdictions where Cascade and its affiliates conduct business. Specifically, we expect all Suppliers to adhere to the following:

- **Environmental, Health, and Safety Laws:** Suppliers must comply with all applicable environmental, health, and safety laws and regulations and must provide workers with a safe and healthy work environment. Suppliers must strive to reduce their negative impact on the environment through the conservation of natural resources, reduced energy consumption, and other means. While a Supplier, its affiliates, agents, or representatives are onsite at any Cascade location or at a Cascade customer location on behalf of Cascade, Supplier shall comply with Cascade's policies and applicable site requirements.
- **Intellectual Property Rights:** Suppliers must respect and refrain from infringing upon the intellectual property rights of others, including patents, trademarks, copyrights, and other proprietary rights.
- **Confidentiality:** Suppliers must protect the confidential information entrusted to them by Cascade, its affiliates, customers, or suppliers. Confidential information may only be used and disclosed in a manner authorized by Cascade. Confidential information includes any business information of Cascade, its customers, or its suppliers that is not generally known to the public.
- **Fair Dealings and Competition Laws:** Suppliers should not take unfair advantage of anyone else through manipulation, concealment, abuse, misrepresentation of material facts, or any other unfair dealing. Supplier will not engage in collusive bidding, price fixing, price discrimination, or

other unfair trade practices in violation of applicable antitrust and competition laws. Supplier will uphold fair business standards in advertising, sales, and competition.

- **Discrimination:** Cascade expects its suppliers to treat their employees with respect and dignity and to refrain from any unlawful harassment. To the extent prohibited by applicable law, Suppliers will not discriminate against any person because of their race, color, sex, religion, national origin, age, disability, sexual orientation, gender identity, genetic information, veteran status, or any other basis.
- **Child/Forced Labor:** Suppliers will not directly or indirectly employ workers that are younger than the applicable required minimum age. Suppliers will not knowingly source materials from supply chains associated with human trafficking and will take reasonable efforts to ensure that their own suppliers comply with this requirement.
- **Wages and Working Hours:** Suppliers must comply with all applicable wage and hour laws, including those relating to minimum wage, overtime hours, and other elements of compensation, and must provide all legally mandated benefits. Suppliers will not require employees to work more than the maximum number of hours permitted under applicable laws.
- **Gifts and Improper Payments:** Cascade employees are discouraged from accepting gifts of more than minimal value or lavish entertainment from suppliers. When business meals and entertainment are appropriate to further business relationships, those expenses may not be extravagant in nature.

Suppliers are expected to comply with Cascade's Supplier Code of Conduct. Any failure to do so may result in immediate termination of the Supplier's relationship with Cascade.

Please direct any questions regarding this Supplier Code of Conduct to Glen Thomas, Vice President of Internal Operations.