

Trade Partner Code of Conduct

CAMP Facility Services values the relationships we build with our clients, suppliers, and trade partners. A solid relationship built on mutual respect and trust is the foundation of CAMP's success since 1978. It is critical that our trade partners understand and abide by the Code of Conduct outlined below. These standards are not all inclusive but establish the basis for which we expect and will hold all of our trade partners accountable to.

General

Trade Partners shall comply with the laws, regulations and other legal requirements at the national, state and municipal levels for all CAMP projects. Without limitation, this includes all equal employment laws, licensing requirements, wage and hour regulations, IP regulations, health and safety regulations, and anti-bribery or corruption statutes.

Conflicts of Interest

A conflict of interest exists when personal interest(s) interferes in any way with the interests of CAMP. Trade Partners must avoid and disclose any actual or potential conflicts of interest in their dealings immediately.

Confidential Information

No confidential information may be disclosed by a Trade Partner to any person who does not have a right to that information. Trade Partners shall commit their employees to safeguarding the confidential information of CAMP and its clients.

Safety

All Trade Partners shall provide their employees with a safe and healthy environment. They are responsible for compliance with CAMP's Safety standards. Prior to start of work, all employees must receive adequate training and be provided with the proper equipment to safely carry out their work. Furthermore, all employees have the right and the obligation to immediately stop unsafe work.

DUTY TO REPORT

Trade Partners must report any suspected or known misconduct. Information as to possible offenses, non-compliance with legal or company requirements, environmental, social or safety issues, or other problems under this Code may be communicated through our whistleblower hotline **877-778-5463**. Reports can be made on an anonymous/confidential basis. CAMP evaluates and investigates all reports and does not retaliate against anyone for submitting a good-faith report of suspected or known misconduct. Similarly, Trade Partners must not retaliate or tolerate retaliation against anyone who reports suspected or known misconduct.

***CAMP retains the right to modify these standards at any time and for any reason. Trade partners are required to ensure that all employees, sub-subcontractors and suppliers operating on their behalf are knowledgeable of abide by these standards.*