



## **GLOBAL SUPPLIER CODE OF CONDUCT**

### **Introduction**

Stericycle is committed to the highest standard of integrity in its business practices, as set forth in the Code of Conduct and our Anti-Corruption Policy. Suppliers play an important role in Stericycle's ability to deliver quality service, and Stericycle looks for suppliers who share our core values and commitment to ethical business practices. In performing services for the company, Stericycle expects suppliers to follow the guidelines listed in this Global Supplier Code of Conduct as well as adhere to the ethical principles laid out in Stericycle's Code of Conduct. These guidelines are not intended to serve as replacements or substitutes for any applicable laws.

### **Compliance with All Applicable Laws, Rules, and Regulations**

Stericycle requires its suppliers to know and comply with all applicable laws, rules, and regulations in all countries, states, provinces, and localities in which our suppliers operate and conduct business.

### **Anti-Bribery, Anti-Corruption, and Conflicts of Interest**

Stericycle's suppliers must not attempt to improperly influence others — either directly or indirectly — through the offer or payment of bribes. The term "bribes" is broadly construed and may include cash payments, gifts, job offers or anything else of value intended to unethically obtain a business-related decision, advantage or opportunity. Suppliers must be careful to avoid even the appearance of such conduct and shall refrain from actions that could harm Stericycle's reputation. Stericycle encourages our suppliers to take efforts to implement accounting controls to prevent the laundering of money, particularly the act of hiding illegal funds related to corruption, criminal activity, or terrorism.

Suppliers must further avoid all actual or apparent conflicts of interests, including using Stericycle information or resources for improper and personal gain. Suppliers must never allow personal business relationships to influence business decisions made on behalf of or regarding Stericycle's business.

### **Fair Competition and Dealing**

Stericycle will not engage in supplier relationships that improperly restrict competition in the marketplace. Stericycle further expects all suppliers to comply with the applicable antitrust and competition laws and regulations in the countries where they do business.

### **International Trade Compliance**

Suppliers must abide by all applicable international trade laws and regulations, including import and export control regulations, as well as sanctions and anti-boycott laws. Suppliers are further required to comply with any applicable local trade law and regulation.

## **Health, Safety, and the Environment**

Stericycle expects suppliers to conduct their business in a way that prioritizes the health and safety of anyone on their property, Stericycle employees and customers, and the surrounding community. Furthermore, suppliers must comply with all applicable health, safety, and environmental laws and regulations. Stericycle also encourages suppliers to employ business processes that reduce suppliers' adverse impact on the environment by minimizing waste and conserving natural resources. These and other expectations are outlined in Stericycle's Environmental, Health and Safety Statement available on Stericycle.com.

## **Embracing Diversity**

Stericycle embraces the value that comes from a broad perspective of skills, experiences, cultures, and backgrounds, and we strive to promote an organization that reflects the diversity of our customers and the communities we serve. Stericycle will actively seek diverse suppliers that can provide competitive, high-quality goods and services and encourages suppliers to support advancement of diversity and inclusion in their organizations and in work performed for Stericycle. At a minimum, Stericycle expects suppliers to make employment and contracting decisions based on an individual's qualifications and without regard to race, religion, national origin, color, gender, gender identity, sexual orientation, age, or physical and/or mental disability. Suppliers must uphold all laws prohibiting discrimination in the areas in which they conduct business.

## **Human Rights**

Stericycle is committed to respecting the human rights and dignity of all individuals. Stericycle expects suppliers to abide by all applicable labor laws and regulations, including those governing workplace conditions, wage and compensation, and collective bargaining and free association. Suppliers must also avoid the use of child labor or labor sourced from organizations or individuals associated with human trafficking. These and other expectations are outlined in Stericycle's Human Rights Statement available on Stericycle.com.

## **Protection of Assets and Confidential Information**

When confidential information is disclosed, it is considered a Stericycle asset and suppliers must safeguard such information against unauthorized access and disclosure. Confidential information includes, but is not limited to, trade secrets, non-public financial information, product or service development plans, or personal and/or corporate information. Should it become necessary to share Stericycle information with sub-suppliers, Stericycle expects suppliers to implement adequate controls to protect Stericycle's business interests.

## **Speak Up**

Stericycle encourages suppliers to speak up if they become aware of a situation that violates, or appears to violate, Stericycle's Code of Conduct or this Supplier Code of Conduct. Suppliers can contact any member of Stericycle management or Stericycle Office of Ethics and Compliance at [ethicsandcompliance@stericycle.com](mailto:ethicsandcompliance@stericycle.com) with any questions or concerns and can also make reports anonymously at Stericycle's Ethics Line, where permitted by law. Information on submitting a report via either telephone or online may be found on [Stericycle's EthicsPoint website](#).