

2021

# Supplier and Service Provider Code of Conduct



HNI

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# Follow All Laws and Regulations

51 F \$ PN QBOZ T 4FSADF 1 SPWEFST BS FRVJFE UP DPN QVZ X JJ BMBQQMDBOYI NZ T  
BOE SFHMZUPOT QSFJHOBOE EPN FTUD JODMEJCH X JJ PVUMN JBUPO U PTF  
SFHMZUCH

8 PSQVDF TBGFUZ  
&OVS PON FOUBMDPN QMBODF  
\$ PN QFLLPO JOU F QSDCH TBIM BOE EJTUSCVUPO PG  
N FSDI BOEJTF  
3 FTUSDJWF USBEF QSDJDF T PS CPZDRUT QSPI JCJFE  
CZ U F 6 QJFE 4UBFT PSNADBMEXT  
51 F FYQPSJN QPSJPGQSP EVDUT BOE UFDIQDBMBIB  
51 F PX CFSTI JQPGJUFMIDU/BMQSPQFSZ  
( PVFSON FOUDPOLSDUT  
' JOBOD.BMBDDPVOLJCH BOE SFQPSJCH

# Follow All Laws and Regulations

" MFGFSFODFT UP i BQQNDBOIA NIX T BOE SFHMZUPOTw JOU JT \$ PEF PG\$ POEVDUJODMEF NADBM BOE OBUPOBMDPEFT SMAT BOE SFHMZUPOT BT X FIMBT BQQNDBOIA USFBUFT BOE VPMVOBSZ JOEVTUSZ TUBOESET

4FSADF 1 SPWEFSJT BIMP FYQDFE UP DPOEVDUJT CVTJOFTT X JJ U F I JH FTUTUBOESET PG FU JBMCFI BWPSCZ BEI FSCH UP U F QMAX JOH SFRVJFN FOUT

\$PN QZLCHX JJ QSFJHOMHBMFRVJFN FOUT 6 QJFE 4UBFT BOE NADBMXT U BUBQZ UP U F ' PSFHO\$PS/QJ1 SBUJFT " DU # SCFSZ DPS/QJPO FYPSJPO BOE FN CF [ MIN FOU JOBOZ QSN BSF TUSDUM QSPI JCUFE

/ PUGSPWEJCH QBN FOU PGCSOFT PSLJDL CDBLTPSBMIX JOH TVDI QBNFOUT PSLJDL CDBLTUP OF N BEF POJT CFI BQ

3 FGBD QPN PGFSCH PSQSPWEJCH HGT PSFOUFSUBON FOUUP FN QVZFFT PGU F \$PN QBOZ 4FSADF 1 SPWEFSX JMFOTVSF U BUJT FN QVZFFT DPN QZLX JJ U JT SFTSDUPO BHBOTUPGFSCH PS QSPWEJCH HGT PSFOUFSUBON FOUUP FN QVZFFT PGU F \$PN QBOZ

" CEJCH CZ BMDPOPN JDTBODUPOT PSUBEF FN CBSPFT U BUJ F 6 QJFE 4UBFT I BEBEPQJFE XI FU FSU FZ BQZ UP QSFJHODPVOSFT QMUDBMSBQJ BUPOT PSQSFJHODEJMEMBMBCE FOUJFT

/ PUEJFDUM PSJCEJFDUM FOHBF JOPSTVQPSUBOZ UFSPSITUBDUMZ / FJJ FSU F 4FSADF 1 SPWEFS OPSBOZ PGUJ BGNBUFT PGDFST PSEJFDUST TI PVN CF JODMEFE POBOZ MUPG UFSPSITUPSUFSPSITUPSBOJ BUPOT DPN QJME CZ U F 6 QJFE 4UBFT HPWISON FOUPSBOZ PU FS OBUPOBMPJOUFSOBUPOBMCPEZ

\*G4FSADF 1 SPWEFSQSPWEFT EJFDUN BUFSBMUP OF JODPSBIFE JUP \$PN QBOZ QPEVDU JJ TI BMM BWF B DPOQDUN JOFSBM QPMZ BOE FTUBQTI SFMBOA TZTEN T UP BTT\$F U BUJ F UBUBMN UD UCHTUFBOE HPN DPWADUWVZ 5( JOU F HPPET JTVQQFT UP \$PN QBOZ i ( PPETw EP OUEJFDUM PSJCEJFDUM GOBDFPSCFCFGUBSI FE HSPVQT U BLB\$ QSFUBSUST PGTFSPVT I VN BOSH I UT BCVTFT JOU F %FN PDSUD3 FQVCM PGU F \$ PCHP PSBOBERJCH DPVOSZ 4VDI 4FSADF 1 SPWEFS TI BMYFSDJF EVF EJMFDFFPOU F TPVSDFBCE DIBOPG DVTUPEZ PG 5( JO( PPET BOE N BLF U FJSEVF EJMFDFFN FBTVFT BWBBOA UP \$PN QBOZ VQPO SFRVFTU 4VDI 4FSADF 1 SPWEFS TI BMBMPSFTQCE QPN QUM UP \$PN QBOZ T SFRVFTU QPS JOQSN BUPO SFHBEJCH U F SFTVM PGU FJSEVF EJMFDFF JODMEJCH CVUOPUMN JFE UP U F DPVOSZ PGPSHOPSTN FIMFST BOE SFGOFST PG 5( JO( PPET 5BLJCH BQQSPQSBUF TUFQT UP TBGFHBE BOE N BOUBODROGEFOUBNBOE QSPQSFUBZ JOQSN BUPO PG U F \$PN QBOZ BOE POZ VTF TVDI JOQSN BUPO UP U F QVQPTFT TQDFE QSVTF

# Conclusion

' JOBNZ U F \$ PN QBOZ FYQFDJT 4FSNDF 1 SPWEFST UP FOTVSF U BU4FSNDF 1 SPWEFST  
TVCDPOUBDUPST BOE 4FSNDF 1 SPWEFST FN QVZFE JOU F QSPWTJPO PGHPPET PSTFSNDF UP  
U F \$ PN QBOZ I BVF FOUFE JOU B X SUFODPN N JN FOX JJ 4FSNDF 1 SPWEFSUP DPN QVZ  
X JJ U F QSCDQVAT PGU JT \$ PEF PG\$ POEVDU 5I JT QPMDZ TI PVZ OPUCF SFBE JOMFV PG CVUO  
BEEJPOUP BOZ TVQQZ BHSFFN FOUT QVSDI BT F PSEFST BOE BDDFQUBODFT 1 MBTF E\$FDU  
RVFTUPOT PSDPODFSOT SFHBEJCH U JT \$ PEF PG\$ POEVDUUP U F \$ PN QBOZ T TVQQZ DI B.O  
\$QSF TFOUBJWF \*GZPV X PVZ MLF UP QV B DPOGEFOLBMS QPSJPGOPO DPOG\$N BODF UP U JT  
\$ PEF PG\$ POEVDU QVMBTF VTF U F ) / \* \$ PSCPSBUPO4QFBL 6 Q QPSJBM  
I UQ X X X TQFBLVQI QDPSQDPN

