



Supplier Code of Conduct

Overview

Schneider is driven by our uncompromising values of safety first and always, integrity in every action, respect for all, and excellence in what we do. Fulfilling that promise requires each Schneider associate to adhere to the highest level of ethical conduct. Schneider also expects that its suppliers will adopt and share our commitment to maintaining a high level of integrity while conducting business with and/or on behalf of Schneider.

Compliance with Laws

All Schneider suppliers and their representatives shall conduct their business activities in full compliance with the applicable laws and regulations that apply to their work and location.

Business Dress

Schneider's standard dress is business casual.

Security

When arriving at Schneider's corporate office or facilities, suppliers must present a government used ID and register. All suppliers will be issued a Schneider visitor badge which should be visibly displayed at all times while on site.

Electronic Monitoring Policies

Schneider information and telecommunications systems and equipment, including Internet, email, telephone, and fax are for Schneider business purposes. All messages and attachments created, sent to, or retrieved through the Schneider systems is Schneider property and should not be considered private. Schneider routinely monitors electronic messaging systems and Internet usage. Messages and attachments created on, sent to, or retrieved through the Schneider systems and equipment should not be considered private.

Gifts and Payments

It is against company policy for Schneider associates to accept money, gifts, discounts, loans, trips, or any goods or services of more than token value (\$25.00) from Schneider suppliers or potential suppliers. This policy does not apply to common courtesies, business gifts of nominal value or modest social entertainment that are incidental to business relationships of value to Schneider. These nominal gestures should reflect good business ethics and good judgment.

Press and Media

Schneider suppliers may not speak to the press regarding Schneider business or submit press releases and/or customer lists that includes Schneider's name unless expressly authorized in writing by Schneider's Marketing Department or designated representative.

Employment Practices

Schneider expects its suppliers to share its commitment to equal opportunity in the workplace. Schneider suppliers shall conduct their employment practices in full compliance with all applicable laws and regulations, in addition to complying with Schneider's policies while on site at any Schneider location.

Discrimination and Harassment

Schneider is committed to making work opportunities available and making facilities accessible to qualified individuals. Discrimination or harassment based on race, color, national origin, religion, sex, marital status, disability, age, and sexual orientation is a violation of Schneider policy. Schneider is committed to providing a work environment that fosters mutual respect for all individuals.

Sexual Harassment Policy

Sexual harassment means unwelcome sexual advances, requests for sexual favors, verbal or physical conduct of a sexual nature such as suggestive comments or lewd behavior will not be tolerated and will be investigated.

Weapons Rule

To protect the safety of associates and others, Schneider prohibits associates, suppliers, visitors and anyone other than law enforcement officials from carrying weapons into the workplace, company parking lot or any property owned, leased or controlled by Schneider.

Workplace Violence

Schneider enforces a policy for threats or acts of violence in the workplace by associates, supplier's contractors, visitors or others. Violence in the workplace includes, but is not limited to, intentional acts that result in injury to any person on Schneider – controlled property, damage to Schneider property and threats to harm individuals or damage property. Threats of violence can occur in person or through telephone conversations or other forms of communication.

Drug and Alcohol Abuse

The sale, purchase, transfer, possession, use or condition of being under the influence of alcohol or another controlled substance by Schneider suppliers in the workplace and/or while performing Schneider-related company business is prohibited.

Conflict of Interest

Relationships with suppliers can create potential conflicts of interest, either real or perceived. Suppliers and/or their representatives shall not deal directly with Schneider associates that hold any significant financial interest in the supplier's organization or with associates whose family members hold such interest. Suppliers must refrain from exploiting their relationship with Schneider and to use Schneider's name with any fraudulent, unethical or dishonest activities. Transaction between associates and Schneider suppliers must not suggest even the appearance of personal advantage. No secret or side arrangement between Schneider and supplier will be allowed.

Confidentially

Schneider considers its business relationships with each of its suppliers and potential suppliers confidential. Schneider will handle information received from suppliers in a responsible fashion, and expects all suppliers to handle internal information received from Schneider associates in a similar manner. Schneider will routinely request their suppliers as well as perspective suppliers to execute a Non-Disclosure Agreement. Additional confidentiality requirements may be included in contractual agreements if the supplier is awarded business.

Monitoring and Compliance Management

It is the responsibility of the supplier to ensure that its representatives understand and comply with the Schneider Supplier Code of Conduct and to inform Schneider if and when any situation develops that causes the supplier to violate the code. Schneider suppliers are expected to self-monitor their compliance with this Supplier Code of Conduct. In addition to any other rights Schneider may have under its agreement with the supplier, Schneider may request the immediate removal of any representative who behaves in a manner that is unlawful or inconsistent with this Code or any Schneider policy.