



VENDOR CODE OF CONDUCT

INTRODUCTION

Ferreira Power West, LLC (“FPW” or “Company”), will conduct business in accordance with all applicable laws, rules, and regulations, as well as in accordance with FPW’s Code of Business Conduct and Ethics. FPW is also committed to the highest standards of ethical business conduct and sustainable business practices. Our stakeholders, including our clients, employees, and communities rely on us to work with suppliers, subcontractors, agents, vendors, partners and other third parties (collectively, “You” or our “Partners”), who share these same fundamental values.

We expect our Partners to comply with all applicable laws, rules and regulations, as well as with our Code of Business Conduct and Ethics. Additionally, to ensure business integrity across our projects, we insist that you comply with all business principles set forth in FPW’s Vendor Code of Conduct (the “Vendor Code of Conduct”). This document outlines our expectations when partnering with us. All of our Partners are expected to understand and comply with these expectations and, in turn, to expect the same from your own suppliers and subcontractors in any business dealing with our Company. FPW reserves the rights to amend the Vendor Code of Conduct at any time.

ETHICS

As our Partners, you are expected to:

- Not discriminate based on gender, race, ethnicity, color, religion, national origin, ancestry, age, marital status, physical or mental disability, sexual orientation, gender identity, military service member or veteran status, or any protected class;
- Prohibit harassment, threats of violence, intimidation and/or coercion of any kind;
- Prohibit the use or possession of any drugs or illegal contraband on our premises or on worksites;
- Promote an inclusive and diverse work environment; and
- Respect and protect the privacy of our Company, employees, clients and Partners.

SAFETY

We are committed to the health and safety of our people and communities where we work and expect the same of our Partners. You must provide a safe and healthy work environment and meet applicable health and safety laws, rules, regulations and policies when working on any of our projects. The commitment to health and safety is essential to our relationship. In addition to any project specific health and safety plan, we require that you conduct ongoing work observations to proactively identify and adjust any situation that may result in an undesired event. If unsafe conditions or behaviors are encountered, you must stop all related work activities and notify us of such condition or behavior immediately. We require that those work activities do not commence until an investigation has been completed and all necessary corrective actions have been fully communicated and effectively implemented.

FAIR COMPETITION

FERREIRA

POWER WEST LLC

Our Company deals honestly and fairly when we compete for business. As our Partner, you are expected to:

- Operate at the highest level of integrity, even in the midst of fierce competition;
- Comply with all antitrust and competition laws;
- Comply with all trade and export control laws that apply to your work;
- Never use illegal or unethical means to obtain information about other companies.

CONFLICTS OF INTEREST

When partnering with our Company, you must avoid conflicts of interest that can occur when organizational or personal interests interfere with your performance or compromise the best interests of our Company, clients, and Partners. Any situation that creates or appears to create a conflict of interest or appearance of impropriety is prohibited unless it has been properly disclosed and we have granted approval. If a conflict of interest arises and you do not promptly disclose it, it could negatively affect our relationship and may cause disqualification from future business opportunities.

CORRUPTION

FPW maintains a zero-tolerance policy towards bribery and corruption. Our Partners must comply with the U.S. Foreign Corrupt Practices Act and any similar local laws, rules, and regulations. When working with our Company, you are strictly prohibited from directly or indirectly offering, making, promising, or authorizing anything of value for an improper purpose, which includes but is not limited to payments to municipal, state, federal, foreign or other officials. Our Partners must obtain all required approvals from us prior to dealing with any domestic or foreign officials, and maintain books and records in complete and reasonable detail with effective internal controls.

GIFTS AND ENTERTAINMENT

FPW selects products and services on the basis of price, quality and service, and expect our Partners to purchase services on the same basis. All business transactions should be impartial, objective, and free of outside influence. It is our policy that no gift, favor, or form of entertainment should be accepted or given if it obligates, or appears to obligate the recipient, or if it might be perceived as an attempt to influence fair judgment.

WORKER WELFARE

FPW respects and protects the rights of everyone that works on our projects. As our Partners, you are expected to:

- Provide a living wage to all employees;
- Maintain zero tolerance for child labor or any forced labor, including but not limited to human trafficking;
- Protect the rights of women, minorities and indigenous groups (including the guarantee of free, prior and informed consent);
- Respect the rights of employees to freely associate and collectively bargain.

ENVIRONMENT

16842 Von Karman Avw, Suite 325, Irvine, CA 92606
Phone: (909) 454.7856 | Website: Ferreirapw.com

An Equal Opportunity Employer

FERREIRA

POWER WEST LLC

Our Company continually makes efforts to eliminate and or reduce our environmental impact and looks to our Partners to do the same. We review your environmental reputation and performance history as part of our evaluation process. We adhere to our clients' environmental standards and expect our Partners to meet these same standards, as well as all applicable environmental laws and regulations.

SECURITY

FPW expects that you will employ adequate internal controls and information security measures for your computer systems, portable electronic devices, laptops, and other storage devices to ensure the protection and confidentiality of information from our Company, clients and Partners. We require that you conduct your business in a secure manner and implement reasonable measures for minimizing exposure of our Company, clients and Partners to security threats such as terrorism and crime. We require that you store our information and our clients' confidential information on secured devices with adequate protection. In the event you become aware of a possible data security breach involving our Company, our clients or our Partners, you must report it immediately to one of our Company representatives.

PUBLICITY AND MARKETING

Any marketing materials, press releases, or media interviews that include a reference to our Company, clients, Partners or our working relationship must be approved in writing by one of our Company representatives prior to use or publication.

RECORDKEEPING AND RIGHT TO AUDIT

FPW requires you keep accurate, complete, fair and appropriate records and always maintain internal controls. We reserve the right to periodically audit your records, at our own cost and upon reasonable notice, to ensure your compliance with our Vendor Code of Conduct. If you fail to comply with our Vendor Code of Conduct, we may take action which could include suspension or termination of our relationship.

REPORTING

Our Partners are encouraged to report any suspected misconduct, whether or not the concern involves the Partner, by contacting one of our Company representatives directly.

ACKNOWLEDGED and AGREED TO:

Signature

Print Name and Title

Company

Date