



SUPPLIER CODE OF CONDUCT

At Merks, Inc., we are committed to conducting business with integrity, respect, and responsibility. We expect all suppliers, contractors, and business partners to share these values and comply with the principles outlined below.

Ethical Purchasing

Suppliers shall conduct business honestly, ethically, and in compliance with all applicable laws and regulations. Suppliers must avoid conflicts of interest, bribery, corruption, and any unfair business practices. We seek partners who demonstrate transparency, accountability, and a commitment to quality.

Environmental Responsibility

Merks encourages suppliers to minimize their environmental impact through responsible resource management, waste reduction, recycling programs, and continuous improvement of environmental performance. Suppliers should comply with applicable environmental laws and strive to reduce landfill waste whenever practical.

Greenhouse Gas Reduction

Suppliers are encouraged to measure, manage, and reduce greenhouse gas emissions associated with their operations. Whenever feasible, suppliers should improve energy efficiency, conserve resources, and pursue sustainable practices that support a lower-carbon supply chain.

Human Rights, Human Trafficking, and Slavery

Merks maintains zero tolerance for human trafficking, forced labor, slavery, child labor, or any form of worker exploitation. Employment must be voluntary, and workers must be treated with dignity and respect. Suppliers must comply with all applicable labor laws and uphold fundamental human rights throughout their operations and supply chains.

Compliance

Merks reserves the right to evaluate supplier compliance with this Code of Conduct and may discontinue business relationships with suppliers that fail to meet these standards. We expect our suppliers to communicate these principles throughout their own supply chains and work toward continuous improvement in ethical, social, and environmental performance.



ENVIRONMENTAL CODE OF CONDUCT

At Merks, Inc., we are committed to partnering with suppliers who share our commitment to environmental responsibility and sustainable business practices. We expect our suppliers, contractors, and business partners to comply with applicable environmental laws and continuously work to reduce their environmental impact.

Sustainable Sourcing

Suppliers are encouraged to source materials responsibly and prioritize products that support sustainable resource management whenever practical. Merks values suppliers that utilize recognized sustainability certifications, including FSC®-certified materials, and demonstrate a commitment to environmentally responsible sourcing practices.

Waste Reduction and Recycling

Suppliers should actively work to minimize waste generation through efficient operations, material reuse, and recycling programs. We encourage suppliers to implement practices that reduce landfill waste and support a circular economy whenever feasible.

Energy Use and Greenhouse Gas Emissions

Suppliers are encouraged to measure, monitor, and reduce energy consumption and greenhouse gas emissions associated with their operations. Merks values suppliers that pursue energy efficiency improvements, resource conservation initiatives, and other actions that contribute to a lower environmental footprint.

Environmental Compliance

Suppliers must comply with all applicable environmental laws, regulations, and permits. Suppliers should maintain appropriate environmental management practices and promptly address any environmental incidents or compliance issues.

Continuous Improvement

Merks expects suppliers to demonstrate a commitment to continuous environmental improvement. Suppliers should regularly evaluate opportunities to enhance sustainability performance, reduce environmental impacts, and support responsible business practices throughout their operations and supply chains.

Accountability

Merks reserves the right to evaluate supplier compliance with this Environmental Code of Conduct and may consider environmental performance when selecting and maintaining supplier relationships. We encourage our suppliers to communicate these expectations throughout their own supply chains and work toward ongoing environmental stewardship.