



Imagine Supplier Code of Business Conduct and Ethics

Purpose and Commitment

At The Imagine Group (“Imagine”), we highly value trust, pride in our work, responsiveness, and respect, and these values are essential to the way we do business. Our Supplier Code of Conduct defines the expectations we have for all suppliers, manufacturers, and business partners (“Supplier Partners”)—reinforcing our shared commitment to moral, lawful, ethical, and responsible business practices.

By aligning with these principles, Supplier Partners support our company values and help us uphold high standards in corporate responsibility, workplace practices, and client satisfaction.

This Supplier Code of Business Conduct and Ethics defines the standards and expectations for all suppliers who support our operations. Adherence to these principles is essential for maintaining effective, responsible, and compliant business relationships.

Standards of Conduct

Obey the law

As a responsible company, we expect our Supplier Partners to share our commitment to following the law. We expect our Supplier Partners to adhere to the following:

- Know and follow the laws that apply to them and their business.
- Treat legal requirements as a minimum standard.
- Comply with antitrust and fair-competition laws.
- Alert Imagine to any issues with goods and services they supply – especially health and safety issues.

Conduct business with integrity

We seek business relationships based on trust, transparency, and mutual accountability. We expect our Supplier Partners to adhere to the following:

- Compete fairly and ethically for our business.
- Never offer or accept bribes, kickbacks, inappropriate gifts or hospitality, or other improper incentives in connection with our business.
- Avoid any conflict of interest relating to financial interests or other arrangements with our employees that may be considered inappropriate.
- Work with their own suppliers to promote business conduct consistent with the principles in this Supplier Code of Conduct and in compliance with applicable laws.

Keep accurate and honest records

We expect our Supplier Partners to maintain accurate and honest records. This helps us make responsible business decisions and disclose truthful and timely information to our stakeholders. We expect our Supplier Partners to adhere to the following:

- Maintain books and records that reflect all transactions in an accurate, honest, and timely way.

- Employ appropriate quality audits and compliance processes for matters such as product, worker health and safety, and labor and employment.
- Disclose, on request, the location of facilities and known origins of materials to enable traceability.

Honor business obligations

We work with Supplier Partners who share our desire to build productive business relationships. This requires honest communication, mutual respect, and delivering on commitments. We expect our Supplier Partners to adhere to the following:

- Share our commitment to conducting business honestly and transparently.
- Honor business obligations and manage unanticipated events in a proactive, timely, and open way.

Treat people with dignity and respect

We expect our Supplier Partners to uphold the principles and due diligence obligations outlined below and to prioritize the safety, well-being, human rights, and dignity of all individuals whose talents and hard work help us deliver our products and services. We expect our Supplier Partners to adhere to the following:

- Conduct their business activities in a manner that protects the health and safety of those whose lives they touch.
- Provide a safe, healthy, and sanitary working environment in compliance with all applicable laws and regulations.
- Respect freedom of association and the effective right to collective bargaining.
- Treat all workers with dignity and respect, free from harassment and discrimination, and provide an emotionally and psychologically safe and inclusive working environment.
- Provide competitive, fair, and equitable pay.
- Comply with applicable working hours laws, including overtime hours.
- Do not use child labor.
- Eliminate all forms of forced and compulsory labor.
- Respect the rights of workers to engage in lawful activities related to forming, joining, or assisting a workers' organization, or to refrain from doing the same, and will not discriminate or punish workers for exercising these rights or for refraining from exercising these rights.

Protect our Company information, assets, and interests

We expect our Supplier Partners to protect our reputation and any information or property we entrust to them. Imagine respects the privacy of all its employees, business partners, and consumers. We expect our Supplier Partners to adhere to the following:

- Properly and securely protect any company / client confidential information to which they have access, including intellectual property, trade secrets, or financial information, and comply with all applicable privacy laws and company policies.
- Safeguard any property belonging to Imagine while under their control.
- Avoid any situation that may adversely affect our business interests or reputation.
- Do not, without proper authority, access, modify, disclose or make use of any trade secrets or confidential commercial or personal information for any purpose other than as properly required for legitimately carrying out duties. The obligation of confidentiality continues after the business relationship with suppliers has been terminated and covers disclosure to others.

- Comply with any non-disclosure agreements regarding our Company's confidential information.

Uphold global sustainability principles

We count on our Supplier Partners to help Imagine meet our strategic sustainability commitments. We expect our Supplier Partners to adhere to the following:

- Continuously improve upon efforts to reduce the environmental impact of their business through the acceptable use of applicable resources.
- Adopt responsible business practices in alignment with international guidance.

Compliance / Investigations and Corrective Actions

Our goal is to build trust-based relationships with ethical suppliers and business partners who comply with this Supplier Code of Business Conduct and Ethics. We expect our Supplier Partners to fully cooperate with our reasonable requests for data certifications and audits to verify compliance and to obtain assurances that their own business partners and producers uphold these principles.

We encourage our Supplier Partners to use due diligence and utilize management systems to maintain at least reasonable standards. This Supplier Code of Business Conduct and Ethics, as updated and made publicly available at theimagingroup.com, replaces all previous versions of the Imagine Supplier Code of Conduct.

Reporting Concerns

Any suspected violations of this Code must be reported to legal@theimagingroup.com.

Effec. / Rev. Date	Approved By:	Description of Change
8/13/2025	Legal / HR	Establish policy