

## Supplier Policy Statement

We at Maxam Tire North America Inc. are committed to conducting our worldwide business in an ethical, legal, and socially responsible manner. This commitment extends to the suppliers with whom we chose to do business. In return Maxam Tire North America Inc. expects the same level of honesty and integrity of its supplier partners that it expects of its own employees. Compliance with this edict is expected for all suppliers and their sub-suppliers as the actions of those with whom we do business may be attributed to Maxam Tire North America inc. and potentially adversely affects Maxam Tire's reputation or that of a brand within the Maxam Tire North America Inc. family. All suppliers are expected to take all appropriate steps necessary to ensure compliance as well as being expected to be familiar with the business practices of their suppliers and any sub-contractors to ensure that they operate within the guidelines of this edict. Compliance with Laws and Regulations is required to abide by all applicable laws, regulations, and standards applicable to its particular industry under the national laws of the countries where the supplier is doing business.

Maxam Tire North America Inc. is committed to creating a diverse environment and is proud to be an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status. Maxam Tire North America Inc. is also committed to compliance with all fair employment practices legislated where they do business.

### About MAXAM Tire

As a major global specialty tire manufacturer and distributor, MAXAM has a strong reputation for market leading quality, reliability and delivered value. Our organization's foundation is centered around world-class engineering practices and the most advanced manufacturing platforms within our industry, ensuring superior product quality.