



Vendor Code of Conduct

Glynwood Center Inc. is committed to a work environment in which all individuals are treated with respect and dignity. Each individual has the right to work in a professional atmosphere that promotes equal employment opportunities and prohibits unlawful discriminatory practices, including harassment. We value creating an inclusive culture and safe space; discrimination in any form will not be tolerated. Vendors must act with integrity and are expected to demonstrate a commitment to legal, ethical, equitable, safe, fair, and environmentally responsible business practices. Vendors are expected to demonstrate a commitment to inclusive business practices including diversity in their workplace. We require that our vendors understand the requirements of this Code and operate in accordance with the expectations outlined in this Code.

Vendor Diversity and Inclusion

Glynwood Center Inc. believes that diversity is a social and economic imperative and looks to vendors to share this commitment in their operations and within their supply chain. Vendors are expected to take proactive steps to provide a full spectrum of businesses, based on the ownership structure (for example, Woman and Minority-Owned Business Enterprises (MWBE) , locally owned), scale (for example, small or medium enterprise) or nature of the enterprise (for example, social enterprise), with the opportunity to compete on a fair and equal basis for business.

Inclusion and Non-discrimination

Both Glynwood and the vendor's employees are to be treated with respect and dignity at all times. We require vendors to comply with laws regarding discrimination in hiring and employment practices. We expect vendors to maintain a workplace free of discrimination, harassment, victimization, and any other form of inappropriate behavior or abuse on any grounds, including but not limited to age, disability, ethnic or social origin, gender, gender identity, nationality, race, sexual orientation, marital status, parental status, pregnancy, political convictions, religious beliefs, union affiliation, or veteran status.

Acknowledgment and receipt of Glynwood's Vendor Agreement

I have received a copy of the Vendor Code of Conduct Agreement. I understand that any failure on our part to comply with any provisions in this agreement may result in the termination of our contract and working relationship.

Vendor's Name

Authorized Signature

Date

Printed Name

Title