

Sustainable Procurement Policy

This Sustainable Procurement Policy sets forth the expectations of The Lee Company's procurement team and the requirements of our suppliers to create and support a sustainable procurement function. We intend to make our operations more sustainable by:

- Upholding the laws and regulations of the respective countries we operate in
- Endorsing highest standards of economic, social, ethical and environmental practices
- Identifying and moderating risks associated with our procurement process

In accordance with our commitment to the highest standards, we also expect our suppliers to aspire to the same standards in their business operations, including but not limited to:

Environment

- Comply with all applicable environmental laws and regulations
- Conduct business in a manner that protects the environment, conserves resources, and ensures sustainable development
- Undertake initiatives to promote greater environmental responsibility

Human Rights & Labor

- Comply with all applicable human rights and labor laws and regulations governing the industries and regions in which The Lee Company and our suppliers conduct business
- Prohibit slavery and the use of forced, bonded, or child labor across the supply chain
- Prohibit unlawful discrimination and harassment to provide a safe and inclusive work environment

Business Ethics & Governance

- Comply with all applicable laws, rules and regulations, including but not limited to laws related to antitrust, fair competition and anti-corruption laws
- Encourage policies among suppliers that prohibit unethical business practices, including but not limited to conflicts of interest, anti-corruption, and anti-bribery
- Maintain policies and controls to safeguard the information and data of customers, clients and employees

Community Development

- Provide employees with a living wage, at a minimum
- Undertake steps to collaborate, engage and associate with the local community for economic and social development

We understand that procurement performance improvement is a continuous process and recognize the contribution of our suppliers in our journey to become more sustainable. For additional guidelines on supplier expectations, please refer to The Lee Company's Code of Conduct and Ethics at:

<https://www.theleeco.com/support-resources/lee-company-quality-assurance/code-of-conduct-and-ethics/>.