

SUPPLIER CODE OF CONDUCT

RAVEN INDUSTRIES, INC.

Raven Industries, Inc. ("Raven Industries") is committed to doing business with the highest integrity, fairly, without discrimination or deception, and in a manner consistent with building and sustaining long-term business relationships.

This Supplier Code of Conduct (the "Code") that is outlined below contains the expectations of Raven Industries that the operations of our suppliers be ethical, lawful, and environmentally and socially responsible. Raven Industries expects its suppliers to comply with this Code as a condition of doing business with Raven Industries. Suppliers that fail to meet these requirements may be disqualified from conducting business with Raven Industries.

This Code permits, but does not obligate, Raven to audit a supplier's compliance with this Code. Raven may or may not proactively audit its suppliers. If the Company becomes aware of a supplier's non-compliance with this Code, Raven retains the right to audit and to replace that non-complying supplier.

KEY EXPECTATIONS OF SUPPLIERS TO RAVEN INDUSTRIES:

LEGAL AND REGULATORY COMPLIANCE

- **Compliance with all local laws and regulations.** The supplier shall comply with the laws and regulations in the community, state, and country in which it resides or in which it does business with Raven Industries.
- **Trade Compliance and Export Controls.** The supplier shall comply with all applicable trade sanctions, export controls, customs and anti-boycotting laws and regulations, including the International Traffic in Arms Regulations (ITAR) and the Export Administration Regulations (EAR).
- **Anti-Trust Compliance.** The supplier will engage in fair competitive business practices and comply with anti-trust and competition laws and regulations in all applicable places where it does business with Raven Industries.
- **Bribery and Corruption.** The supplier shall comply with all applicable anti-corruption laws, directives and regulations, such as the U.S. Foreign Corrupt Practices Act and the U.K. Bribery Act. Bribes, kickbacks and similar payments are strictly forbidden even when local laws may permit. Employees and agents of Raven Industries are prohibited from accepting such considerations under any circumstance. Improper advantage, or other form of illegal practice by suppliers or associated operations will result in the termination of business relations by Raven Industries.

Care and caution must be exercised when offering or accepting occasional gifts, meals or entertainment and must not be used or give the appearance of being used to gain improper advantage or preferential treatment.

LABOR AND HUMAN RIGHTS

- **Child Labor.** The supplier shall not utilize child labor. A supplier will only employ workers that meet the prevailing minimum working age standard in their locality. In no case may a supplier employ workers younger than the minimum age permissible in its locality.
- **Forced Labor.** The supplier shall not utilize involuntary, forced or compulsory labor including prison, bonded or indentured labor. The supplier shall not require employees to lodge deposits or identity papers, or to pay recruitment fees for employment. The supplier must maintain systems for and comply with all minimum wage, overtime, and working hours laws applicable to its locality.

- **Non-Discrimination.** The supplier shall have policy and process to prevent and address physical, mental, and sexual harassment, abuse and discrimination. The policy shall prohibit discrimination against race, color, sex, religious affiliation, age, physical disability, political affiliation, or any other characteristic protected by applicable local, state, federal or country laws and regulations.

QUALITY & ENVIRONMENTAL HEALTH AND SAFETY

- **Health and Safety Laws.** The supplier shall maintain and operate its facilities and processes in accordance with local, state, and federal laws and regulations. The supplier shall maintain a safe and healthy environment for its workers and shall protect its workers from harm.
- **Environmental.** The supplier is expected to practice sustainability in use of materials, energy, and resources. The supplier shall restrict hazardous materials in their products in compliance with regulations and with materials restrictions identified by Raven Industries and available upon request from the supplier.
- **Environmental Permits.** The supplier must maintain and keep current on all required environmental permits as required by local, state or federal laws or regulations.
- **Responsible Sourcing.** The supplier must maintain sufficient knowledge of input materials and components to ensure they were obtained from permissible sources, in compliance with state and federal laws and regulations of the United States. The supplier may be required to validate the origin of materials and components.
- **Counterfeit – Suspect Items.** The supplier will maintain methods and processes to prevent the introduction of counterfeit parts and materials into products deliverable to Raven Industries. The supplier will not provide items that are a copy or substitute without legal right or authority to do so, or provide items whose material, performance, or characteristics are knowingly or unknowingly misrepresented by the seller.

BUSINESS PRACTICES AND ETHICS

- **Confidentiality.** The supplier shall have a program to prevent unauthorized access to, use or disclosure of any confidential information of Raven Industries or its customers, including products and projects under development and any intellectual property shared as a result of a business relationship. The supplier must never disclose any information to Raven Industries unless it has the legal right to disclosure or share such information with Raven Industries. The supplier must notify Raven Industries of any unauthorized disclosure of confidential information.
- **Intellectual Property.** The supplier will respect and protect the intellectual property rights of persons or entities by only using intellectual property that has been legitimately acquired or licensed to supplier. The supplier recognizes the intellectual property ownership rights of Raven Industries and will not take any actions contrary to, or in contravention of, such ownership rights.

COMPLIANCE WITH CODE OF CONDUCT

- **Audit.** The supplier will permit Raven Industries or its representatives to audit supplier's compliance with this Code, which may include on-site inspection and review of books, records and additional information. The supplier agrees to provide Raven Industries with additional information and certifications evidencing compliance.
- **Compliance Program.** The supplier is expected to have a program to ensure compliance with this Code and applicable laws, including maintaining adequate books, records and other documentation, adopting processes to facilitate the timely discovery and investigation for any violations of applicable laws or this Code of conduct, and training to employees on compliance with applicable laws and the obligations of the supplier under this Code.

FLOW DOWN

Supply chain transparency is expected to confirm compliance with this Code. The supplier is expected to flow down the requirements in this Code to its suppliers, subcontractors, second-tier contractors and vendors.

GENERAL DISCLAIMER

This Code does not supersede purchase order or contract terms and conditions. If purchase order or Terms and Conditions or United States Government contracts are more restrictive than this code of conduct, then those Terms and Conditions apply.

NON-COMPLIANCE REPORTING

Violations of this Code can be reported via:

- Telephone Alert Line: +1 (800) 932-5378
- Web Site: <https://ravenind.alertline.com/>