



Code of Ethics

The Coating House Corporation recognizes that reputation and integrity are precious commodities. By supporting the highest ethical principles, we will provide our customers and suppliers with a clear vision of who we are and what is expected within our relationship.

1. Adherence to General Principles, Laws, and Statutes

We are committed to upholding our social responsibility in all business dealings. In all our business activities and decisions, we will respect the laws in effect and any other applicable provisions in the country we are active.

2. Ethical Behavior and Practices

Any form of corruption will not be tolerated either at home or abroad. Unethical behavior may not be used to unlawfully influence others in our business dealings by exchanging gifts or granting and offering other benefits. The same applies to the unlawful acceptance of such benefits.

3. Respect for Basic Human Rights of Employees

We respect and support compliance of internationally recognized human rights. We reject any form of forced labor and the employment of any person under the statutory minimum age as defined by local laws. Further, we are committed to the principle of equal opportunity when selecting and promoting our employees. In doing so, we refrain from any discriminatory treatment based on age, disability, race, ethnic background, skin color, gender, pregnancy, sexual identity, nationality, religion, marital status, or other characteristics of our employees. Discriminatory behavior and sexual harassment will not be tolerated.

4. Health, Safety, and Environmental Protection

We strive towards a better working environment and a better community through compliance with all health, environmental, and employment guidelines as defined by our Environmental Policy.

5. Trade and Business Secrets / Data Protection

All rules under foreign trade, tax, and customs law of those countries in which we do business will be complied with. We hold our customers and suppliers information in trust and any breach of security will be relayed to them as expediently as practical.

6. Supply Chain Compliance

Our supply chain shall promote these same standards to the best of their ability and in conjunction with their local statutes and laws.

Should you have any questions or concerns regarding this statement, please do not hesitate to contact us.

Kimberly A. Casineau

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Director of Operations

