

# Android Industries, L.L.C. & Avancez Assembly

## Supplier Code of Conduct

### Purpose and Scope

At Android Industries & Avancez Assembly, we believe acting ethically and responsibly is not only the right thing to do, but also the right thing to do for our business. Android Industries & Avancez Assembly has developed a Supplier Code of Conduct ("**Supplier Code**") to clarify our global expectations in the areas of business integrity, labor practices, associate health and safety, and environmental management.

Suppliers, vendors, contractors, consultants, agents and other providers of goods and services who do business with Android Industries & Avancez Assembly entities worldwide are expected to follow this Code.

### Business Conduct Principles

Android Industries & Avancez Assembly expects its suppliers to conduct business responsibly, with integrity, honesty, and transparency, and to adhere to the following principles:

- 1. Maintain awareness and comply with all applicable laws and regulations of the countries of their operation.**
- 2. Compete fairly for Android Industries & Avancez Assembly business, without paying bribes, kickbacks or giving anything of value to secure an improper advantage.**

Android Industries & Avancez Assembly is committed to conducting business legally and ethically within the framework of a free enterprise system. Corrupt arrangements with customers, suppliers, government officials, or other third parties are strictly prohibited. "Corruption" generally refers to obtaining, or attempting to obtain, a personal benefit or business advantage through improper or illegal means.
- 3. Encourage a diverse workforce and provide a workplace free from discrimination, harassment or any other form of abuse.**

Android Industries & Avancez Assembly suppliers shall create a work environment in which employees and business partners feel valued and respected for their contributions. Harassment, including unwelcome verbal, visual, physical, or other conduct of any kind that creates an intimidating, offensive or hostile work environment will not be tolerated. Employment decisions must be based on qualifications, skills, performance, and experience.
- 4. Treat employees fairly, including with respect to wages, working hours and benefits.**

Android Industries & Avancez Assembly suppliers shall comply with all applicable legal and regulatory requirements and will generally apply sound employee relations practices. Working hours, wages, benefits will be consistent with laws and industry standards, including those pertaining to minimum wages, overtime, other elements of compensation, and legally mandated benefits.
- 5. Prohibit all forms of forced or compulsory labor.**

Android Industries & Avancez Assembly suppliers shall maintain and promote fundamental human rights. Employment decisions will be based on free choice and there may be no coerced or prison labor, and no use of physical punishment or threats of violence or other forms of physical, sexual, psychological or verbal abuse as a method of discipline or control.

Neither use nor condone forced or compulsory labor in any form and do not employ any form of abusive disciplinary practices. In addition, we strictly prohibit our suppliers from both using and supporting human trafficking.

**6. Prohibit use of child labor.**

Android Industries & Avancez Assembly has a zero-tolerance policy regarding the use of child labor. Suppliers shall implement processes to ensure they are adhering to the minimum employment age limit defined by national law or regulation and comply with relevant International Labor Organization (ILO) standards. Verification of compliance will be required upon request of Android Industries & Avancez Assembly. In no instance shall a supplier allow young workers, under the age of 18, to perform work that exposes them to undue physical risks that can harm physical, mental, or emotional development or improperly interfere with their schooling needs. If a young worker is found to be performing work that risks the above statement, suppliers must take acceptable measures to immediately remove the young worker from the situation and provide age-appropriate responsibility.

**7. Respect employees' right to freedom of association and collective bargaining, consistent with local laws.** Consistent with applicable law, Android Industries & Avancez Assembly suppliers shall respect employees' rights to join or refrain from joining associations and worker organizations.

**8. Provide safe and healthy working conditions.**

Android Industries & Avancez Assembly suppliers shall proactively manage health and safety risks to provide an incident-free environment where occupational injuries and illnesses are prevented. Suppliers must implement management systems and controls that identify hazards and assess and control risk related to their specific industry. Also, suppliers shall provide potable drinking water and adequate restrooms; fire exits and essential fire safety equipment; emergency aid kits and access to emergency response including environmental, fire and medical.

**9. Carry out operations with care for the environment and comply with all applicable environmental laws and regulations.**

Suppliers must meet or exceed Android Industries & Avancez Assembly environmental requirements and policies, including all relevant national, regional, environmental, and chemical legislations. In addition to considering the potential environmental impacts of daily business decision making processes, opportunities for conservation of natural resources, recycling, source reduction and pollution control should be reflected to ensure cleaner air and water, as well as reduction of landfill wastes. This incorporates maintaining an environmental management system certified to ISO 14001 or through an accredited third-party registrar. Verification of compliance will be required upon the request of Android Industries & Avancez Assembly.

**10. Maintain accurate financial books and business records in accordance with all applicable legal and regulatory requirements and accepted accounting practices.**

**11. Support compliance with the Supplier Code by establishing appropriate management processes and cooperating with reasonable assessment processes requested by PepsiCo.**

To conduct business with Android Industries & Avancez Assembly, suppliers must enter into contracts and execute purchase orders that mandate compliance with the Supplier Code. With

prior notice, Android Industries & Avancez Assembly may conduct reasonable audits to verify Supplier's compliance with the Supplier Code.

**12. Observe Android Industries policies regarding gifts and entertainment and conflicts of interest when dealing with Android Industries & Avancez Assembly employees.**

Android Industries & Avancez Assembly suppliers are prohibited from providing or offering gifts to Android Industries & Avancez Assembly Team Members that could inappropriately influence Android Industries & Avancez Assembly business decisions or gain an unfair advantage.