



VENDOR CODE OF CONDUCT

I. POLICY PURPOSE

Real Chemistry, Inc. ("Real Chemistry") is committed to the highest standards of ethical conduct and social and environmental responsibility. Therefore, we also expect our Vendors to aspire to these same standards in their business operations and to have their own documented policies and processes in place to address the matters detailed herein. Additionally, we expect our vendors to hold their third parties to the same standards. Accordingly, Real Chemistry has created this Vendor Code of Conduct (the "Vendor Code of Conduct"), which sets out the standards Real Chemistry expects of any vendor we do business with.

2. SECURITY AND PRIVACY

- Vendors must comply with all applicable privacy and data protection laws and regulations in the countries they operate in, as well as comply with all information security laws, regulations, and industry standards. Vendors shall comply with all applicable privacy, data protection, and information security laws and regulatory and judicial requirements regarding the collection, storage, processing, transmission, or disclosure of Real Chemistry data.
- Vendors must secure Real Chemistry's confidential data and individual personal data and prohibit unauthorized access or use.
- Vendors shall maintain internal policies and procedures reasonably designed to protect data provided by Real Chemistry or obtained by the Vendor on behalf of Real Chemistry or Real Chemistry's clients.

3. ETHICAL STANDARDS

General Guidelines

Real Chemistry seeks to partner only with vendors that conduct business with ethical standards that are consistent with its own. As such, Vendor should abide by the following ethical standards and guidelines:

- Obey all relevant laws of their jurisdiction
- Treat people (in and outside of the organization) fairly, with dignity and respect
- Prepare and maintain all records of financial transactions in a careful and accurate manner
- Report financial conditions and results of operations in an honest and prompt manner
- Deal honestly and fairly with clients, customers, vendors, and financial partners
- Avoid actual, potential and reasonably perceived conflicts of interest
- Avoid gifts that are given or received improperly
- Safeguard all of Real Chemistry's assets
- Protect Real Chemistry's reputation
- Separate personal political activities from Real Chemistry's business
- Report violations of legal and ethical standards

Conflicts of Interest

Real Chemistry employees are not permitted to accept gifts, gratuities or excessive entertainment (i.e., beyond nominal, conventional business courtesies, such as an occasional luncheon) from any individual or organization with which Real Chemistry has business dealings. Therefore, Vendor shall refrain from giving any gifts, favors, payments or the like that would, or could be reasonably perceived to violate this policy. Vendor should further refrain from accepting or giving any gifts, favors, payments, entertainment, loans or the like with a purpose of obtaining any improper advantage or influence for the Vendor, Real Chemistry or any third party with any client, prospective client or other third party or that creates any appearance of impropriety. Vendor must disclose all potential conflicts of interest, including those in which Vendor may have been placed inadvertently due to either business or personal relationships with customers, vendors, business associates, or competitors of Real Chemistry, or with other Real Chemistry employees. Vendor's employees may not act on Real Chemistry's behalf in any transaction or business relationship that involve themselves or members of their family, or other persons or organization with which they or their family have any significant personal connection or financial interest.

Insider Trading

It is prohibited for Vendor or its employees, agents, operatives to purchase or sell securities while in possession of material non-public information that was acquired by virtue of their relationship with Real Chemistry. It is also prohibited to communicate material, non-public information to others, whether expressly or by way of making a recommendation for the purchase or sale of such securities based upon that information.



Fraud and Investigations

Vendor is expected to fully and promptly cooperate with Real Chemistry's investigators, law enforcement and regulatory agencies in the event of any investigation of wrongdoing or involvement by Vendor.

Should Vendor receive any subpoenas, regulatory requests, media inquiries, or other third-party requests related to its relationship, work, or services with Real Chemistry, Vendor shall promptly forward such matter to Real Chemistry, to the extent permitted to do so by law.

4. ENVIRONMENTAL, SOCIAL AND GOVERNANCE

Sustainability

Real Chemistry has made a commitment to climate action in the core of all areas of our business. Real Chemistry considers the climate crisis to be a humanitarian crisis and thus is committed to operating a responsible business model. Thus, Real Chemistry also expects its Vendors to conduct business in a responsible manner and incorporate sustainability goals into their operations and other business relationships. To further these goals, Vendors are expected to demonstrate that they have policies and strategies to identify, prevent, mitigate and account for the environmental impacts of their own operations and their supply base. Vendors shall comply with all applicable environmental laws, regulations and standards.

Social Impact

Real Chemistry champions diversity, equity, and inclusion among our personnel and demonstrated by our employee business resource groups ("BRGs"). Real Chemistry also promotes economic inclusions of diverse business in our supply chain. Real Chemistry encourages all Vendors to partner with local governments and communities to improve the educational, cultural, economic and social well-being of the communities in which they live and serve. Vendor is encouraged to support diversity efforts by utilizing diverse business in its operations. As such, Vendor may be asked to provide quarterly spend reports that reflect the intentional measures taken to provide a positive social impact.

Governance

Upon request, Vendor will provide written information on its policies and practices related to compliance with this Vendor Code of Conduct through use of assessments and questionnaires. Real Chemistry is committed to working with Vendors to ensure performance and compliance with this Code of Conduct. If Vendor is found to be non-compliant or in violation of the Code of Conduct, Real Chemistry may give the Vendor reasonable notice to respond with proposed corrective actions, unless the violation is severe or



incurable, or in violation of the law. Real Chemistry may suspend or terminate its relationship with the Vendor and/or disclose the matter to the appropriate authorities if there is a violation of law.

5. HUMAN RIGHTS AND STANDARDS

Non- Discrimination and Harassment

Real Chemistry does not tolerate any form of discrimination against individuals and explicitly prohibits unlawful discrimination based on race, color, religion, national origin, ancestry, sex, sexual orientation, gender identity and expression, pregnancy (including childbirth, lactation, and pregnancy-related medical conditions), marital status, parental status, age, physical or mental disability, height, weight, genetic information (including characteristics and testing), protected veteran status, or any other consideration made unlawful by applicable federal law, state law, or local law or ordinance.

Real Chemistry is committed to a harassment-free work environment for everyone. This includes sexual harassment, as well as harassment based on race, color, religion, national origin, ancestry, sex, sexual orientation, gender identity and expression, pregnancy (including childbirth, lactation, and pregnancy related medical conditions), marital status, parental status, age, physical or mental disability, height, weight, genetic information (including characteristics and testing), protected veteran status, or any other consideration made unlawful by applicable federal law, state law, or local law or ordinance. This includes any harassment based on the perception that an individual possesses any of these characteristics or is associated with a person who possesses, or is perceived as possessing, any of these characteristics.

Real Chemistry has a zero-tolerance policy for sexual harassment, in any form. Sexual harassment is generally defined as unwelcomed sexual advances, requests for sexual favors, or other visual, verbal or physical conduct of a sexual nature when: (i) submission to such conduct is made, either explicitly or implicitly, a term or a condition of employment; (ii) submission to or rejection of such conduct affects employment opportunities; or (iii) such conduct interferes with an individual's work or creates an intimidating, hostile, or offensive work environment. Examples of sexual harassment include, but are not limited to: sexual gestures, leering, or displaying sexually suggestive objects or pictures; derogatory comments, epithets, slurs, teasing and jokes of a sexual nature; graphic comments about an individual's sex life or body; suggestive or obscene letters, e-mails, notes or invitations; and unwelcome physical contact.

Labor and Employment Practices

All Vendors must adopt sound labor and employment practices and treat their workers fairly in accordance with local laws and regulations, including compensation, leave, and benefits. Vendors shall maintain fair



and non-discriminatory work environments in a manner that comports not only with workplace practices mandated by state and federal laws but also with Real Chemistry's commitment to the highest ethical standards in all aspects of its mission and business practices, including employment.

Vendors are expected to conduct proper and adequate checks on any agency or company providing labor, employees, contractors, or other persons to the Vendor, to ensure that each agency or company does not engage in any improper or illegal labor and employment practices.

Occupational Health and Safety Practices

All Vendors must provide their employees with a safe and healthy working environment to prevent accidents and injury arising out of, related to, or occurring in the course of work or as a result of the operations of the Vendor in accordance with the Occupational Safety and Health Act, and other applicable state laws, local laws or ordinances.

6. COMPLIANCE

Communication

Vendor is expected to take appropriate actions to ensure the Vendor Code of Conduct and its expectations are communicated to their employees, contractors, and throughout their own supply chain.

Enforcement

If Real Chemistry determines that any Vendor has violated this Vendor Code of Conduct (whether intentionally or unintentionally), Real Chemistry may terminate the business relationship or require the Vendor to implement an immediate corrective action plan. If corrective action is advised, but Vendor refuses to implement, Real Chemistry will suspend pending services and will terminate its business relationship with Vendor effective immediately.

Reporting Concerns

Real Chemistry encourages its employees, contractors and Vendor to report any concerns, actual, or suspected, material violations of this Vendor Code of Conduct. All concerns should be reported to Real Chemistry's Legal Department at: legal@realchemistry.com. Additionally, Real Chemistry has a SPEAK UP reporting hotline that permits anyone to submit an anonymous and confidential report on matters of concern online or by phone (1-800-495-1756).



7. CHANGES/UPDATES TO THE VENDOR CODE OF CONDUCT

Real Chemistry may revise or update the Vendor Code of Conduct from time to time without notice. To the extent there is a conflict between this Vendor Code of Conduct and any applicable law or provision of any agreement between Real Chemistry and Vendor, the applicable law or agreement shall apply.