

ALLEGIANT HEALTH

SUPPLIER CODE OF CONDUCT

Partnering with suppliers who share Allegiant's commitment to Social Responsibility & Sustainability



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SUPPLIER CODE OF CONDUCT

1.0 Guideline

The Supplier Code of Conduct details Allegiant Health's core expectations of its suppliers regarding their activities in the production and delivery of goods and services supplied to Allegiant Health. Allegiant Health aspires to achieve leadership in social and environmental stewardship and requires that our suppliers do the same. By supplying to Allegiant Health, you agree to abide by this Code of Conduct. It is the supplier's responsibility to achieve and maintain the minimum standards outlined herein.

The Code of Conduct covers People, Environment, Community, Corporate Governance and Supply Chain. Allegiant Health reserves the right to assure compliance to the Code. If Allegiant Health becomes aware of any actions or conditions not in compliance, Allegiant Health reserves the right to require verifiable corrective actions.

2.0 Scope

The Code applies to suppliers of goods and services to Allegiant Health, whether local, national or international.

3.0 People

3.1 Human Rights (Voluntary employment, Non-discrimination, Wages/Benefits/Work Hours, Freedom to Associate)

Allegiant Health is committed to providing a legal, safe, and growth environment for all its employees and requires that supplier do the same

- Suppliers must comply with all relevant local and national laws and regulations regarding employment practices, including but not limited to, wages, benefits, work hours, health and safety, and anti-discrimination.
- Suppliers shall not use any form of forced, bonded, indentured or prison labor. All work must be voluntary, and workers shall be free to leave work or terminate their employment without fear of retaliation.
- Suppliers will commit to provide a workplace free of any form of discrimination or harassment (see 3.2 below).
- Suppliers must not use child labor. All workers must be over the supplier's country's legal age for employment.
- Suppliers must allow employees the freedom to associate freely, join unions or councils, or other representation as permitted by laws in the supplier's country.

3.2 Diversity

Allegiant Health is committed to providing an equal employment opportunity in all employment-related matters, including hiring, training, promotion, compensation, benefits, transfers, and other employment actions, without regard to race, color, religion, national origin, age, gender, disability, protected veteran status, sexual orientation, or any other characteristic protected by federal, state or local law.

- Suppliers are to promote an inclusive workplace where employee differences are valued.
- Suppliers must strive to provide a workplace that is free of direct or indirect discrimination, harassment or bullying.

3.3 Learning & Development

Allegiant Health is committed to supporting the career development of its employees through continuous learning and by providing opportunities to develop skills and experiences.

- Suppliers must be committed to the relevant training and development of all its employees.

3.4 Workplace Health and Safety

Allegiant Health is committed to protecting the health and wellbeing of all its employees. Allegiant Health incorporates fundamental safety training, minimization of potential hazard exposure, maintains an extensive set of emergency programs, and offers medical health and wellness coverage to all its employees.

Suppliers must support and demonstrate their commitment to:

- prevent worker exposure to potential safety hazards
- comply with all relevant local and national laws and regulations with regard to occupational health and safety and the provision of health related benefits to employees
- have written safety and health policies and standards
- have a documented system to record and reduce work-related injury and illness.

4.0 Environment

Suppliers must comply with all applicable environmental laws as they relate to the supply of products to Allegiant Health. Suppliers must minimize, wherever possible, their environmental impact in the course of doing business, and support and encourage others where it can meaningfully do so.

- Suppliers must seek forms of energy and water conservation.
- Suppliers must have a program to reduce/re-use/recycle wherever possible.
- Suppliers must not use conflict minerals in the products supplied to Allegiant Health.
- Suppliers must obtain certification in the production of palm or palm based products.

4.1 Climate Change and Energy

Allegiant Health seeks to reduce its carbon footprint and to reduce green house gasses and other environmentally impacting processes.

- Suppliers must work to reduce their carbon emissions in areas within their control, and to imbed a preference for carbon neutral products and services in their purchasing process.

4.2 Waste & Resource Management

Allegiant Health works diligently to utilize materials to their full lifecycle and to dispose of waste without environmental harm.

Waste

- Suppliers will commit to maximizing the reuse and recycling of materials while minimizing waste volumes.

Resources

- Suppliers will commit to utilize resources for maximum lifecycle, and to only use what is needed.

4.3 Biodiversity

Allegiant Health maintains maximum green spaces and plants environmentally friendly trees and shrubs to positively contribute to sustainable and resilient communities and ecosystems.

- Wherever possible, suppliers are requested to make a positive contribution on biodiversity, in relation to the products and services they provide.

4.4 Water

Allegiant Health aspires to employ best practice approaches to sustainable use and management of water resources, through low volume, automated fixtures, practices designed with minimal water usage, and water pre-treatment of all wastewater.

- Suppliers will commit to sustainable use and management of water resources in all areas that it has control over.

5.0 Community

5.1 Community Engagement & Development

Allegiant Health actively participates in multiple charitable programs in the community with the aim of improving the quality of life for our community.

- The supplier will commit to contribute to the local communities which the supplier impacts, and to support their sustainable development.

6.0 Corporate Governance, Business Conduct and Ethics

Allegiant Health considers corporate governance as being of critical importance. Ethical business practices must exist to assure the quality and compliance of materials supplied to Allegiant Health.

- Suppliers must strictly comply with all laws and regulations on bribery, corruption, and prohibited trade and business practices.
- Suppliers must conduct their business in accordance with high ethical standards.
- Suppliers must have effective and transparent allocation of resources and management, to assure that ethical business practices are implemented and monitored.
- Suppliers must have effective processes in place to prevent or immediately disclose a conflict of interest or the appearance of a conflict of interest related to its relationship with Allegiant Health as soon as possible to Allegiant Health.
- Allegiant Health employees are never permitted to accept gifts of any kind that may influence the supplier relationship.
- Suppliers must maintain accurate business records and must ensure the privacy of such records, and the maintenance of records in a secured fashion.

7.0 Supply Chain

Allegiant Health is committed to working with responsible business partners in our supply chain.

- Suppliers must adopt similar principles to those outlined in this Code in dealing with their own suppliers.

8.0 Reporting Concerns

The standards of conduct described in this Code are critical. If you have any concerns about compliance or ethics issues while working for or with Allegiant Health, or need to report illegal or unethical activities:

Email – info@allegiant-health.com

Phone: 631-940-9000 x150

All matters raised in good faith will be handled in a confidential and non- retaliatory basis.

Together, we can make a difference.

