

# HARSCO

## CODE OF CONDUCT POLICY FOR BUSINESS PARTNERS

### HARSCO COMMITMENT

Harsco Corporation and its affiliated entities ("HARSCO") is dedicated to administering and promoting its business system (outer ring) and Values (inner ring) with agents, contractors, consultants, distributors, suppliers and vendors (collectively "Business Partners"). HARSCO expects and encourages all Business Partners to apply the principles in our Code of Conduct ("Policy" or "HARSCO Business Partner Code of Conduct") and act in ways that are consistent with the Policy. HARSCO may elect to not work with, or cease to work with Business Partners who do not meet these expectations.



Please contact HARSCO Global Compliance & Ethics at [compliance@harsco.com](mailto:compliance@harsco.com) with questions about this Policy.

### SCOPE OF THIS POLICY

Our Policy is based on the HARSCO Code of Conduct and defines rules of behavior and ethical standards that apply to all of HARSCO's Business Partners. This Policy is not intended to be an exhaustive list of all ethical and business conduct requirements to be followed by Business Partners. HARSCO expects its Business Partners to appropriately train their employees on the principles in this Policy to increase awareness and ensure good business practices.

HARSCO reserves the right to conduct compliance audits of its Business Partners and their sub-contractors to verify the Business Partners' commitment to this Policy.

### BRIBERY, KICKBACKS AND FRAUD

No funds or assets can be paid, loaned or otherwise given as bribes, kickbacks, or other payments designed to influence or compromise the conduct of a HARSCO employee or a government official. A bribe can be anything of value given to another person to gain an undue business advantage. Essentially, any item or service that is given with the aim of influencing a business decision may qualify as a bribe. Business Partners must refrain from any action that would provide something of value to a HARSCO employee, counterparty or government official with the aim of gaining business, as any such action violates anti-bribery laws and this Policy.

For any questions about interactions with government officials, contact Global Compliance & Ethics at [compliance@harsco.com](mailto:compliance@harsco.com) before taking any action.

### RESPONSIBLE CONTRACTING

HARSCO is committed to ensuring that it maintains and upholds the Harsco Values when entering into a contract. HARSCO expects its Business Partners and their sub-contractors to apply similar principles when entering into contracts with HARSCO.



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All Business Partners must respect their contractual commitments to HARSCO. Business Partners must not collude with other tenderers, distributors, suppliers or contractors, or engage in any other form of anti-competitive behavior.

### COMPLIANCE WITH LAWS

Business Partners must fully comply with all laws and regulations applicable to their business and their relationship with HARSCO. Without limitation, these include all applicable laws and regulations governing (a) anti-bribery and corruption (including, but not limited to the Foreign Corrupt Practices Act, UK Bribery Act and Brazil Clean Companies Act); (b) the export, re-export and retransfer of goods, technical data, software and services; (c) import of goods; (d) labor and employment; (e) conflict minerals; (f) the environment; (g) economic sanctions and embargoes; (h) data protection, (i) anti-slavery and human trafficking; (j) U.S. antiboycott laws; and (k) competition requirements.

### CONFLICTS OF INTEREST

A conflict of interest may arise when a Business Partner has a competing professional or personal interest in the course of carrying out HARSCO business. All Business Partners must avoid any Conflict of Interest in their work with HARSCO. Business Partners should likewise ensure that all sub-contractors avoid such situations.

Any Business Partner which suspects an actual, potential or perceived Conflict of Interest must disclose the situation immediately and in writing to HARSCO's Global Compliance & Ethics (GCE) team at [compliance@harsco.com](mailto:compliance@harsco.com).

### ENVIRONMENT, HEALTH AND SAFETY (EHS)

Business Partners are expected to conduct all activities in compliance with all relevant environmental and employee health and safety laws and regulations. Any potential violation of environmental, health or safety laws, regulations or company practices or requests to violate established EHS procedures should be reported to HARSCO immediately.

### GIFTS, TRAVEL AND ENTERTAINMENT

Gifts that could reasonably be considered attempts to improperly influence a HARSCO employee are never allowed. Employees of HARSCO are prohibited from accepting or giving anything more than modest gifts, meals and entertainment from/to Business Partners. A gift includes, but is not limited to, tangible items as well as intangible items such as tickets to events, favors, special discounts, offers of employment, loans, etc. Ordinary business meals and small tokens of appreciation such as gift baskets at holiday time generally are fine, but Business Partners should avoid offering HARSCO employees travel, frequent meals or expensive gifts. Gifts of cash or cash equivalents, such as gift cards, are never allowed.

### HUMAN RIGHTS AND CHILD LABOR

We expect our Business Partners to treat people with respect and dignity, encourage diversity and diverse opinions, promote equal opportunity for all, and help create an inclusive and ethical culture.

We expect our Business Partners to ensure that child labor is not used in the performance of work. The term "child" refers to any person under the minimum legal age for employment where the work is performed.



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### INTELLECTUAL PROPERTY

Business Partners are expected to protect and respect all intellectual property belonging to HARSCO which shall include but not be limited to all of HARSCO's patents, trademarks, copyrights, trade secrets, know-how and other confidential or proprietary information. Business Partners have no right to use any intellectual property or other proprietary information belonging to HARSCO without prior written authorization from HARSCO.

### REPORTING MISCONDUCT

Subject to legal restrictions applicable to such reporting, HARSCO expects Business Partners to report illegal or unethical behavior, or any violation of this Policy to the HARSCO Integrity Line.

- Email: [compliance@harsco.com](mailto:compliance@harsco.com)
- Phone: 866.203.4957 (English; other language options available by phone)
- Web: <http://compliance.harsco.com/>

Business Partners are expected to assist HARSCO in the investigation of any Code of Conduct allegations involving HARSCO and the Business Partner.

# HARSCO

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### Acknowledgement

I have read and understand the HARSCO Business Partner Code of Conduct as well as the responsibility to comply with same.

I understand I can and should contact HARSCO Global Compliance & Ethics with any questions regarding the HARSCO Business Partner Code of Conduct.

I understand I may submit alleged violations of the HARSCO Business Partner Code of Conduct to the HARSCO Integrity Line and will cooperate with any investigation that may result.

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Business Partner Signature

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Date

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Business Partner Printed Name and Title