

Supplier Business Code of Conduct & Certification

Generac's Code allows us to choose supplier(s) ("Supplier") who follow workplace standards and practices that are consistent with Generac's values. By signing the Generac Power Systems Manufacturing & Supply Agreement, which incorporates this Code, the Supplier certifies its compliance with this Code to help ensure that Generac's values are transmitted through our supply chain.

For purposes of the Code "Supplier" means any company, corporation or other entity that sells, or seeks to sell goods or services to Generac including the Supplier's employees, agents, sub-contractors, and other representatives. **Supplier is fully responsible for ensuring compliance by any such employees, agents, sub-contractors, or other representatives as if it were the Supplier itself.**

Laws and Regulation

- **General Principle:** Supplier(s)' plants shall operate in full compliance with the laws of their respective countries and with all other applicable laws, rules, and regulations, and also in full compliance with this Code.
- **Environment:** Supplier(s)' plants must comply with all applicable environmental laws and regulations.
- **Child Labor:** Supplier shall employ only workers who meet the applicable minimum legal age requirement. Supplier must also comply with all other applicable child labor laws.
- **Forced Labor:** Supplier shall not use any indentured or forced labor, slavery, or servitude.
- **Materials:** Supplier certifies that the materials incorporated in their respective product(s) comply with the laws regarding slavery and human trafficking of the country or countries in which they are doing business.
- **Wages and Hours:** Supplier(s)' plants shall set working hours, wages and over-time pay in compliance with all applicable laws. Workers shall be paid at least the minimum legal wage or a wage that meets local industry standards.
- **Discrimination:** Supplier shall employ workers on the basis of their ability to do the job, not on the basis of their personal characteristics or beliefs (including race,

color, gender, nationality, religion, age, maternity, marital status, or freedom of association).

- Gifts, Meals and Entertainment: Employees of Generac are prohibited from accepting anything other than non-monetary items of nominal intrinsic value. Any Supplier that violates this policy risks immediate loss of all existing and future Generac business.
- Conflict Minerals: Generac is committed to ensuring that the products it sells do not incorporate "Conflict Minerals" (tin, tantalum, tungsten, and gold) sourced from entities which directly or indirectly finance conflict in the Democratic Republic of Congo or adjoining countries. Supplier shall:
 - Perform sufficient due diligence into their respective supply chains to determine whether products sold to us contain tin, tantalum, tungsten, or gold, and, if so, whether and to what extent those metals are sourced from conflict-free smelters and;
 - Report to Generac the results of such due diligence to enable Generac to comply with its legal obligations and policy goals.

Bribery

Supplier acting on behalf of Generac must comply with the U.S. Foreign Corrupt Practices Act as well as any applicable local laws dealing with bribery of government officials. In connection with any transaction as a Supplier to Generac, or that otherwise involves Generac, the Supplier must not transfer anything of value, directly or indirectly, to any government official, employee of a government-controlled company, or political party, in order to obtain any improper benefit or advantage. Supplier must keep a written accounting of all payments (including any gifts, meals, entertainment, or anything else of value) made on behalf of Generac, or out of funds provided by Generac. Suppliers must furnish a copy of this accounting to Generac upon request.

Protecting Information

Supplier should protect the confidential information of Generac. Any Supplier who has been given access to confidential information as part of the business relationship should not share this information with anyone unless authorized to do so by Generac. Supplier should not trade in securities, or encourage others to do so, based on confidential information received from Generac. If a Supplier believes it has been given access to Generac's confidential information in error, the Supplier should immediately notify its contact at Generac and refrain from further distribution of the information.

Similarly, a Supplier should not share with anyone at Generac information related to any other company if the Supplier is under a contractual or legal obligation not to share the information.

Demonstration of Compliance

Supplier must be able to demonstrate compliance and certification with the Code at the request and satisfaction of Generac. Supplier shall cooperate with any such audit by Generac or its agents.

Note: This Code contains general requirements applicable to all suppliers to Generac. Particular supplier contracts may contain more specific provisions addressing some of these same issues. Nothing in this Code is meant to supersede any more specific provision in a particular contract, and to the extent there is any inconsistency between this Code and any other provision of a particular contract, the other provision will control.