

Supplier Code of Conduct & Sustainable Procurement Policy

At Generac Power Systems, we are Powering a Smarter World. A core foundation of accomplishing our mission is our relationship with our suppliers. Generac's Supplier Code of Conduct & Sustainable Procurement Policy ("Code" or "Code of Conduct") provides a guideline for Generac Suppliers as defined under this Code.

In formulating our Supplier Code of Conduct, we considered international norms and fundamental principles for human rights as reflected in a wide range of recognized commitments, standards, and codes, including the Responsible Business Alliance Code of Conduct, the United Nations ("UN") Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, various International Labor Organization conventions, the Organization for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises, the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, ISO 26000 and 20400 standards on sustainable procurement and social responsibility.

For purposes of the Code, "Supplier" means any party that sells, or seeks to sell goods or services to Generac, including such Supplier's employees, agents, sub-contractors, and other representatives. Suppliers are fully responsible for ensuring compliance by any such employees, agents, subcontractors, or other representatives as if it were the Supplier itself. The Code expects that Suppliers' plants shall operate in full compliance with the laws of their respective countries and with all other applicable laws, regulations, rules, and in full compliance with this Code.

Labor and Human Rights:

Generac is committed to upholding human rights in our supply chain, and we expect our suppliers to be aware of and commit to respecting human rights in their own operations and supply chains. Suppliers are expected to comply with Generac's Human Rights Policy, the principal tenets of which include:

- a. **Anti-Discrimination:** Everyone is entitled to the same human rights without discrimination based on race, religion, creed, national origin, ancestry, gender, age, sexual orientation, disability, citizenship, veteran status, or any other legally protected characteristic.
- b. **Equal Protection:** All individuals are entitled to the right to a remedy and equal protection under applicable law if their human rights are violated.
- c. **Prohibition on Forced Labor & Child Labor:** All individuals have the right to safe, fair, ethical, and humane working conditions, including no forced labor, compulsory labor, child labor, modern forms of slavery, bonded labor and any form of human trafficking.
- d. **Anti-Harassment:** The Supplier will not condone any type of harassment or abuse, whether corporal, mental or physical, of an employee by a director, officer or other employee or any partner, customer or supplier of the Supplier.
- e. **Minimum Living Wage:** The Supplier shall be committed to providing a minimum living wage for its employees and contractors involved in its operations by complying with all applicable minimum wage/hour requirements.

Stakeholder and Community Engagement:

Stakeholder engagement is a vital part of how Generac conduct our business, working in collaboration with our partners. We engage with our stakeholders to understand their challenges and wins, and potential impacts they

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might have on our supply chain. We expect our Suppliers to do the same within their operations to foster a culture of engagement.

We support the communities in which we operate and expect our suppliers to do the same. We encourage Suppliers to partner with local governments and communities to improve the education, cultural, economic, and social well-being of the communities in which they operate.

Environment:

Generac expects Suppliers to recognize that environmental responsibility is integral to producing world-class products. Suppliers are encouraged to identify their environmental impacts and minimize adverse effects on the community, environment, and natural resources within their manufacturing operations, while safeguarding the health and safety of the public.

Generac expects all Suppliers to comply with and adhere to all applicable environmental laws in their respective countries and/or jurisdictions. They are also expected to undertake initiatives to promote greater environmental responsibility such as:

- Material Restrictions/Compliance Declaration
- Responsible Waste Management and Disposal
- Environmental Permits and Reporting
- Pollution Prevention and Natural Resource Conservation
- Energy Consumption and Greenhouse Gas (GHG) Emissions

Health & Safety:

Generac is committed to conducting its business in compliance with applicable health, safety and environmental laws, rules, and regulations in a manner with high regard for the health and safety of human life and the environment. Each Supplier has the responsibility for maintaining a healthy, safe, and environmentally friendly workplace by following applicable health, safety, and environmental laws, rules, and regulations.

Business Ethics:

To meet the social responsibilities expected by Generac, and to achieve success, Suppliers are expected to uphold high standards when it comes to ethical business practices. Generac expects all applicable international, domestic, and local laws to be adhered to. Suppliers should be able to demonstrate the existence of procedures or policies regarding:

- **Anti-Money Laundering**
- **Anti-Corruption:** Suppliers acting on behalf of Generac must comply with the U.S. Foreign Corrupt Practices Act and UK Bribery Act, as well as any applicable local laws dealing with anti-corruption or bribery of government officials. In connection with any transaction as a Supplier to Generac, or that otherwise involves Generac, Suppliers must not transfer anything of value, directly or indirectly, to any government official, employee of a government-controlled company,

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or political party, in order to obtain any improper benefit or advantage. All Suppliers must keep a written account 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.

- **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 prohibition risks immediate loss of all existing and future Generac business.
- **Responsible Sourcing of Minerals:** We are committed to upholding human rights in our supply chain and expect Suppliers to have the same commitment. Suppliers are expected to be able to provide proof of due diligence on the source and chain of custody of "Conflict Minerals" (tin, tantalum, tungsten, and gold) in the products they manufacture to reasonably assure that they are sourced in a way consistent with the Organization for Economic Co-operation and Development (OECD) Guidance for Responsible Supply Chains of Minerals from Conflict-Affect and High-Risk Areas or an equivalent and recognized due diligence framework, i.e., the Responsible Minerals Initiative Conflict Minerals Reporting Template (CMRT). Suppliers shall complete the CMRT by April 30th of every calendar year, and Generac reserves the right to request its Suppliers to provide further evidence of their Conflict Minerals supply chain, including down to the mine level. Suppliers should maintain traceability data for five years and expected to be able to provide this to Generac upon request.
- **Conflicts of Interest:** Nothing our Suppliers do should interfere or appear to interfere with their responsibility towards Generac. Suppliers must disclose any conflict of interest which may interfere, or have the potential of interfering, with the Supplier's responsibilities towards Generac. Suppliers should disclose any relationship (and provide updates from time to time) they may have with any Generac employee, officer, director and/or anyone who represents Generac. The Supplier's responsibility, includes but is not limited to, the following:
 - Reporting to Generac if a Generac employee, family member and/or anyone who represents Generac owns a portion of the Supplier,
 - Reporting to Generac if a family member of a Generac employee will be working for the Supplier on Generac business,
 - Reporting to Generac if the Supplier has provided anything of more than nominal intrinsic value to any Generac employee, officer, director and/or anyone who represents Generac.
- **Competition:** Suppliers shall agree to not share or exchange any price, cost, or other competitive information or engage in any collusive or anti-competitive conduct with any third party with respect to any proposed, pending, or current procurement for or on behalf of Generac.
- **Intellectual Property, Data Security, and Privacy:** Suppliers agree to respect the intellectual and other property rights of Generac and of third parties, including all patents, trademarks, and copyrights. Additionally, all Suppliers agree to:
 - Respect privacy rights and secure the data of Generac employees, customers, and suppliers in accordance with applicable law and in any case not less than commercially reasonable standards (collectively, "Company Data").

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- To implement and maintain physical, organizational, and technical measures to ensure the security and confidentiality of Company Data in order to prevent accidental, unauthorized, or unlawful destruction, alteration, modification, or loss of Company Data, misuse of Company Data, or unlawful processing of Company Data.
- Protect Supplier operations and facilities against exploitation by criminal or terrorist individuals and organizations.
- Protect any confidential information shared by 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. Suppliers 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.

Governance:

We understand that procurement performance improvement is a continuous process and recognize the contribution of our Suppliers in our journey to become more sustainable. Suppliers are expected to have a management system designed to ensure compliance with applicable laws, regulations, and customer requirements related to the Suppliers' operations and products. Suppliers are expected to conduct periodic self-evaluations to ensure conformity to legal and regulatory requirements, the requirements set forth in this Code, and customer contractual requirements related to social and environmental responsibility. Suppliers also agree to periodic audits conducted internally by Generac employees, and if necessary, third-party auditors.

Traceability

This Supplier Code of Conduct is intended to have universal application across all product lines intended for import into the U.S. market. Suppliers shall treat product traceability as a priority issue, internally and externally, in the performance of its business and its obligations to Generac. Suppliers shall identify and engage with relevant stakeholders, and information relevant to material provenance closely monitored and continually reviewed. This protocol shall be designed to respond to both audit inquiries and government requests for information.

Suppliers providing items, equipment, materials and other goods intended for import to the U.S. market have a responsibility to (a) ensure that social, environmental and quality standards are not compromised by its decisions and activities; (b) ensure that all applicable Laws of the U.S. are complied with; and (c) ensure that all raw materials, equipment and components thereof purchased, imported, or manufactured by Supplier for use in the project or for further processing will be able to clear U.S. Customs. Accordingly, Supplier shall be transparent in its decisions and activities that affect the traceability of its products.

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Supplier shall, on request, disclose in a clear, accurate and complete manner, and to a reasonable and sufficient degree, the policies, decisions, and activities for which it is responsible in connection with compliance with this Code. 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.

Such requested compliance information shall include information and records with respect to (a) the purpose, nature, and location of Supplier business activities; (b) the nature, origin, and characteristics of the materials in all products and components; (c) how decisions are made, implemented, and reviewed, including the definition of the roles, responsibilities, accountabilities, and authorities across the different functions in Supplier's organization; (d) standards and criteria against which Supplier evaluates its own performance and its suppliers' performance relating to transparency in the supply chain; (e) performance on relevant and significant issues of transparency; (f) known and likely impacts of Supplier's decisions and activities on Generac; and (g) the foregoing information with respect to its suppliers, as applicable, and the criteria and procedures used to identify, select, and engage such suppliers.

Supplier shall maintain the following information with respect to itself and its suppliers: (a) legal name of the company; (b) length of time in business; (c) company structure; (d) organizational chart; (e) importer status, when relevant; (f) name and address of registered agent or equivalent; and (g) information related to the ownership interests of each entity, where available.

Supplier shall at all times maintain, and provide to Generac upon request, at a minimum, the following documents related to the transactions throughout the supply chain that resulted in the product being supplied under the Agreement: (a) transaction details, e.g. purchase order(s) and contracts between and among the links in the supply chain, associated commercial invoices(s) between and among the links in the chain and proofs of payment against said invoices; (b) U.S. Customs and Border Protection ("CBP") entry documents, e.g., CBP Form 7501; (c) freight forwarder notice of arrival; (d) International Bill of Lading/Packing List with shipper and product description; (e) Foreign inland freight documentation from the manufacturer to the Port of Export for any inter- or intra-link transaction that includes transportation across an international border; and (f) Customs broker instructions.

Supplier Responsibility: It is your responsibility as a Supplier to uphold Generac standards throughout our value chain. Suppliers should be able to demonstrate compliance and certification with the Code at the request and satisfaction of Generac through ad-hoc assessments, audits, and policies. Suppliers shall cooperate with any such audit by Generac or its agents. Suppliers acknowledge that Generac may at any time modify the existing principles and requirements of this Supplier Code of Conduct or add new principles or requirements.

Generac has a secure and anonymous communication channel to enable Suppliers to confidentially raise concerns on compliance matters. Any misconduct or potential misconduct should be reported in confidence to Generac through the options below:



Generac Power Systems
S45W29290 WI-59
Waukesha, WI 53189

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Anonymously via www.generac.ethicspoint.com; mobile friendly: www.generacmobile.ethicspoint.com

Anonymously via the Hotline at +1 (833) 761-6463

In writing:

Generac Holdings, Inc.
Attn: Compliance Committee Chair
S45W29290 Highway 59
Waukesha, WI 53187

Note: Generac does not tolerate retaliation of any kind against a person making a report or complaint of a violation of our Supplier Code or the reporting of any other unethical or illegal conduct.

Supplier Certification of Compliance

By agreeing to perform work with or on behalf of Generac or any of its subsidiaries, the Supplier acknowledges its acceptance of the Supplier Code of Conduct & Sustainable Procurement Policy and its intention to comply with its requirements.

Officer Signature: _____

Officer Name: _____

Title: _____

Company Name: _____

Date: _____

Note: This Code contains general requirements applicable to all Generac suppliers. 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.