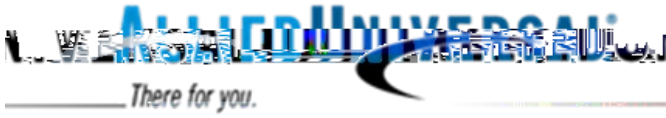


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Allied Universal pursues responsible procurement practices consistent with its Code of Ethics, its values, the Global Human Rights Policy and other company sustainability goals and objectives which are key requirements for doing business with Allied Universal.

This North America Supplier Code of Conduct (“Code”) sets out Allied Universal’s requirements and compliance expectations of Suppliers with respect to key areas of responsible sourcing. Adherence to this Code enables the Company to uphold its values and deliver top-quality products and services while fulfilling oand7 (p)5 (h)6 (ol)rica Sinabnab55()TJ(

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- x the criticality or the Supplier's goods and services to Allied Universal and its Clients;
- x how Supplier's inability to fulfill obligations of this Code affects Allied Universal's ability to comply with its legal, regulatory, compliance, health and safety obligations;
- x how Supplier's inability to fulfill obligations of this Code affects Allied Universal's competitive advantage in marketplace; and
- x how Supplier's inability to fulfill obligations of this Code affects Allied Universal's ability to protect its personnel, operations and confidential and personally identifiable information.

Suppliers must comply with this Code. Suppliers are expected to ensure that the obligations set forth in this Code are already in place or that there is a clear timeline for

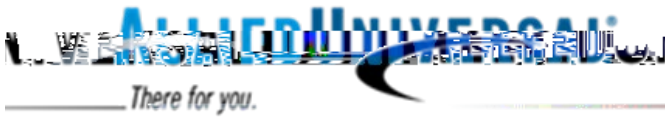
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Conducting ethical business in accordance with our values and Code of Ethics is of the highest importance to Allied Universal and we want to partner with Suppliers who share our commitment to ethics and integrity.

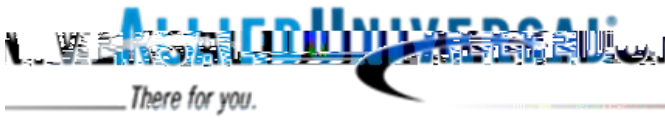
Building trust with our suppliers, we conduct all interactions with honesty and transparency, aligning with our Code of Ethics across all internal and external operations. All transactions will comply with applicable laws, regulations and ethical business practices. For a copy of Allied Universal’s Code of Ethics, please visit www.aus.com.

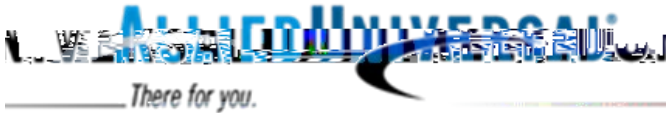
The Supplier and its subcontractors must prioritize ethical conduct in their policies and procedures, with clear demonstrations of their practical implementation.



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- x Minimize environmental pollution and make continuous improvements in environmental protection.
- x When requested, provide details of its carbon emissions to Allied Universal as part of a Scope 3 GHG (Green House Gases, including but not limited to Carbon dioxide, Methane, Nitrous oxide, Hydrofluorocarbons and Perfluorocarbons) measurement requirement, including the proportion of their emissions that apply to work carried out for Allied Universal and its clients.
- x Source and supply materials from sources in full compliance with the United States' Customs-Trade Partnership Against Terrorism (C-TPAT).
- x



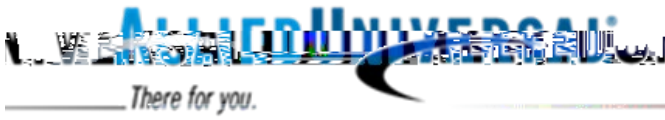
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x Notify Allied Universal as soon as they becf .(y)-5 (A)9.(P21 (t)5 1(P21 (8.281 rw)5 (A)9.(s)3 0.0

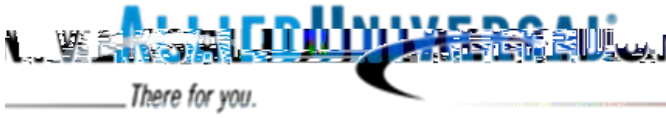
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Allied Universal expects Suppliers who provide armed services to only use firearms for the protection of life. Allied Universal expects the Supplier to ensure that all armed employees are licensed, trained and are physically and mentally capable of fulfilling the role.

The Supplier is required (i) to have robust policies and procedures in place that are consistent with Allied Universal’s Use of Force Policy and do not violate local laws and



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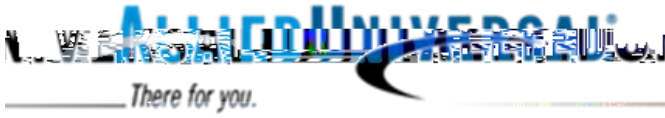
The Supplier shall ensure that business records relating to Allied Universal are securely retained for the period required by law, and that they accurately and fairly reflect all business transactions.

The Supplier shall ensure compliance with applicable local, state, national and international laws and directives providing for the protection, transfer, access and storage of personal information.

Allied Universal is committed to collecting, handling, processing, and protecting Personal Information and Confidential Information, and the networks and systems on which this information is stored, in compliance with applicable U.S. and international privacy and information security laws.

Any Supplier that obtains Personal Information or Confidential Information about Allied Universal is obligated to take precautions not to handle, view, or share such information outside the scope of their relationship with Allied Universal. Allied Universal considers Supplier's failure to protect Personal Information or Confidential Information grounds to terminate all agreements with the Supplier. Allied Universal reserves the right to pursue any civil action available to it in the event Supplier fails to protect its Personal Information or Confidential Information and to refer suspected criminal conduct to the appropriate enforcement authority.

The Supplier shall not instigate any form of publicity or make any statement or submission to investors, the media or government referring to Allied Universal, without first obtaining prior written permission from Allied Universal (except where required by Government or applicable law). The Supplier must submit any such request to their relevant Allied Universal Procurement Team personnel or relevant member of the Company management responsible for the Supplier relationship for authorization.



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n/a

