

- 3) Suppliers shall provide workers with appropriate personal protective equipment where hazards cannot be adequately controlled by other means.
- 4) Suppliers shall provide and properly maintain physical guards, interlocks, and barriers where machinery presents an injury hazard to workers.
- 5) Suppliers shall minimize the impact of emergency situations through the implementation of emergency plans and response procedures.
- 6) Suppliers shall establish procedures and systems to prevent, manage, track and report occupational injury and illness, including provisions to: a) encourage worker reporting; b) classify and record injury and illness cases; c) provide necessary medical treatment; d) investigate cases and implement corrective actions to eliminate their causes; and d) facilitate return of workers to work.

D. Environmental

Suppliers recognize that environmental responsibility is integral to providing world class services. In performing operations, adverse effects on the community, environment and natural resources are to be minimized while safeguarding the health and safety of the public.

- 1) Suppliers shall maintain and keep current all required environmental permits and registrations and follow the operational and reporting requirements of such permits.
- 2) Suppliers shall compl

VIOLATIONS OF THE CODE & REPORTING MISCONDUCT

Supplier shall promptly report to ABM any known breach of this Code. Upon discovery of any breach of this Code or other observed misconduct, either by Supplier or by ABM, Supplier shall implement a corrective action plan to cure the non-compliance within a specified time period. If the Supplier fails to meet the corrective action plan commitment, ABM may terminate any agreement and/or the business relationship. ABM reserves the right to hold Supplier responsible for reasonable costs of investigating non-compliance.

The ABM Compliance Hotline is a toll-free, confidential, third party service set up for Suppliers to report possible violations of the law, this Policy or other ABM policies. The Hotline is staffed 24 hours per day and calls can be accepted in any language. Callers may make reports anonymously if they choose. The Compliance Hotline can be reached:

- a. By phone at:
 - i. 1-877-ALERT-04 (1-877-253-7804) for the US
 - ii. 0800-069-8801 for the UK
 - iii. 1-800-903-224 for Ireland
- b. Online at:
 - i. abmhotline.ethicspoint.com for the US
 - ii. abmhotlineeurope.ethicspoint.com for the UK and Ireland.

All calls and online reports will be promptly forwarded to ABM's Corporate Headquarters for investigation and review.

Suppliers