

Mutual Ethical Commitment Letter (MECL) — Stephen Gould

Subject: Expectations for Ethics, Sustainability & Responsible Business Conduct

To our valued partners,

Stephen Gould is committed to conducting business in a responsible, ethical, and sustainable manner. As a partner, we ask that your organization align with the following principles, which reflect our expectations for working together.

1. Human Rights & Labor Practices

Stephen Gould expects its partners to uphold fundamental human rights and fair labor standards. This includes:

- Complying with applicable labor laws and regulations
- Prohibiting forced labor, child labor, and discrimination
- Providing safe and respectful working conditions
- Maintaining appropriate channels for employees to raise concerns

2. Responsible Sourcing & Transparency

We encourage partners to support responsible sourcing practices by:

- Maintaining reasonable visibility into key materials and suppliers
- Promoting responsible practices within their own supply chains
- Supporting compliance with applicable regulatory and customer requirements

Stephen Gould values partners who demonstrate transparency and a commitment to continuous improvement.

3. Environmental Responsibility

Stephen Gould encourages partners to operate in an environmentally responsible manner, including:

- Compliance with environmental laws and regulations
- Efforts to reduce environmental impact and improve efficiency
- Responsible use of materials and natural resources

Where applicable, partners are encouraged to monitor and report relevant environmental metrics, such as energy use or carbon emissions, and to support ongoing sustainability initiatives.

4. Product Quality & Compliance

Partners are expected to:

- Maintain appropriate quality and operational controls
- Comply with applicable product safety and regulatory requirements
- Communicate any significant changes that may affect product performance or compliance

5. Business Ethics & Integrity

Stephen Gould expects all partners to conduct business with integrity. This includes:

- Compliance with anti-corruption and competition laws
- Avoidance of conflicts of interest
- Maintaining accurate and transparent records
- Conducting business in an ethical and professional manner

6. Collaboration & Continuous Improvement

Stephen Gould works collaboratively with its partners to support ongoing improvement in responsible practices. This may include periodic engagement related to sustainability, compliance, or performance.

Stephen Gould encourages periodic review of these principles and ongoing integration into business practices.

We value partners who are transparent, responsive, and committed to continuous progress.

7. Our Shared Commitment

Responsible business practices are fundamental to the integrity of our supply chain and the solutions we deliver to our customers.

We appreciate your partnership and ask that your organization acknowledges and aligns with the principles outlined in this letter.

Sincerely,
Supplier Responsibility & Compliance
Stephen Gould