

Pinnacol Assurance Supplier Code of Conduct

Pinnacol has operated with high ethical business standards and integrity in the Colorado communities we serve for more than 100 years. To preserve the trust placed in us, we count on our network of suppliers and business partners (also called vendors, contractors, providers, etc.) to commit to and uphold our high standards of integrity. The following are standards we consider when awarding contracts to prospective suppliers:

- **Values** – We seek suppliers who are committed to social responsibility and are ethical in their decision making.
- **Honesty and Integrity** – We seek suppliers who have sound moral and ethical principles and do the right thing, no matter who's watching.
- **Quality** – We set high standards of performance for the products and services we deliver. We expect the same standards from our suppliers, in the areas such as quality, responsiveness and service commitments.
- **Customer Focus** – We seek suppliers who highly value customer service excellence.
- **Cost Savings** – We seek suppliers who continually look for ways to help us lower our costs through savings in all areas.
- **Innovative Business Solutions** – We seek suppliers who have a continuous product and process improvement mindset.
- **Technology** – We seek suppliers who take advantage of technology to create and sustain a competitive edge that is reflected in their products and services.

The following are additional requirements for all suppliers. Failure to comply with any provision of this document without the express written consent of Pinnacol is a material breach of the agreement between Pinnacol and the supplier.

Non-Discrimination

Supplier shall maintain a policy that requires its business activities to be conducted without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or status as a special disabled veteran.

Supplier Diversity

Encouraging inclusion, the supplier shall endeavor to include small and socio-economically diverse suppliers, such as minority-owned enterprises (MBE), women-owned enterprises (WBE), disability-owned enterprises (DBE), veteran-owned enterprises (VBE), disabled veteran-owned enterprises (DVBE), lesbian/gay/bisexual/ transgender-owned enterprises (LGBTBE), and other small businesses (SBA) in sourcing subcontracting activities where possible.

Quality Management

The supplier, as part of its quality management process, shall provide continuous quality assurance and quality improvement through: (1) the identification and application of best practices, proven techniques, and tools used in other similar engagements; and (2) the implementation of programs, practices, and measures designed to improve and ensure the quality of the goods and services provided to Pinnacol.

Harassment

All workers will be treated with dignity and respect and will not be subject to any form of unethical treatment, threats of violence, or other forms of physical, mental or sexual harassment.

Security

The supplier shall comply with all of Pinnacol's requirements in relation to the security of the Pinnacol facilities, including Pinnacol's computing environment.

If the scope of supplier's engagement with Pinnacol includes the supplier handling or using Pinnacol data or personal information while it is in an electronic format, including while it is in transit or at rest, supplier must comply with Pinnacol's data security policy.