



# Supplier Code of Conduct

**Overview:** Chart Industries, Inc., including, each of its business units and subsidiaries (collectively, “Chart”, “we”, “our” or “us”), is committed to the highest standards of ethics and business conduct. As stated in our Code of Ethical Business Conduct (“Code of Conduct”), Chart seeks to ensure that our business partners share our commitment to acting with integrity and to open and trusting relationships that leave no room for corruption or other misconduct. Our product and service suppliers (“Suppliers”) are our critical business partners, and in accordance with the Code of Conduct, we endeavor to require our Suppliers to meet our expectations for ethics and compliance with applicable laws. This Supplier Code of Conduct (this “Code”) sets forth our expectations for each of our Suppliers. Chart understands and expects that our Suppliers will have their own internal codes of ethics and conduct, and this Code is not intended to be an exhaustive list of all ethical and business conduct requirements to be followed by Suppliers.

**Business Practices:** Suppliers are to exercise high standards of integrity in business interactions. All their business dealings shall be accurately reflected in their books and records in accordance with applicable laws. Suppliers are to have procedures designed to prevent bribery, corruption, kickbacks, and embezzlement.

**Compliance with the Law:** Suppliers are expected to comply with all laws and regulatory requirements applicable to their business where they operate, including but not limited to those related to wages, hours, safety, the environment, immigration, anti-bribery and anti-corruption, import/export, and business conduct and ethics.

**ILO Standards:** This Code is guided by the International Labour Organization (ILO) standards to promote social protection and work opportunities for all, and we expect Suppliers to adhere to such standards.

**Wages and Benefits:** Suppliers must follow all laws governing wages and working hours, including compensation, benefits, and overtime.

**Safety:** Suppliers are expected to promote secure, safe and healthy working environments. They must have well-established safety procedures, preventative maintenance and protective equipment in compliance with the law.

**Forced and Child Labor is not Permitted:** Suppliers must comply with all age-related working restrictions as set by applicable law. Chart will not tolerate the use by Suppliers of forced labor in any form. This includes slave, prison, indentured or bonded labor.

**Equal Opportunity, Discrimination and Harassment:** Suppliers must provide equal employment opportunities to employees and job applicants. Discrimination by Suppliers in hiring and employment practices based on race, religion, gender, age, national, social or ethnic origin, maternity, sexual orientation, gender identity or expression, political opinion, disability, marital status, or any other status or personal characteristic shall not be allowed. Suppliers are to treat all employees with dignity and respect. Physical, sexual, verbal or mental abuse, coercion or threats, corporal punishment, or any form of harassment during hiring or employment is prohibited.

**Freedom of Association and Collective Bargaining:** Employees who wish to join or not join trade unions and to bargain collectively shall not be interfered with, penalized or retaliated against.

**Environmental Protection:** Suppliers are expected to conduct their operations in a way that protects the environment. Suppliers shall comply with all applicable environmental laws and regulations in the countries in which they operate.

**Sourcing Conflict-free Minerals.** Chart will continue to promote and encourage responsible mineral sourcing. Supplier must comply with our Conflict Minerals Policy (available on our website under Investors > Regulatory Documents). Supplier is expected to take steps to determine if its products contain conflict minerals and, if so, to implement policies to identify sources of these minerals and support efforts to eradicate the use of conflict minerals.

**Confidentiality, Intellectual Property & Privacy:** Suppliers are to comply with applicable security and privacy laws, regulations and retention requirements, and to ensure that they have appropriate technical and security controls in place to respect and protect the confidential information and intellectual property rights of Chart and other third parties.

**Demonstrate Compliance:** Suppliers must be able to demonstrate compliance with this Code at the request and to the satisfaction of Chart. We expect our Suppliers to develop and implement appropriate internal business processes and policies to ensure compliance to the Code and promote compliance within its supply chain. If a Supplier fails to uphold any of the aspects of this Code, the Supplier is expected to implement corrective actions.

**General Disclaimer:** The expectations set forth in this Code are not intended to conflict with or modify the terms and conditions of Supplier contracts with Chart. If a contract requirement is more restrictive than this Code, Supplier must comply with the more restrictive contract requirement.

January 2019