



MAUNA KEA

Supplier Code of Conduct Principles

Business Conduct and Ethics

We expect and encourage our suppliers to:

- Adhere to all applicable laws and regulations of the countries, states and municipalities in which the business operates.
- Act with integrity in all aspects of business and our business relationship.
- Treat all stakeholders fairly and with respect.
- Accurately document transactions and report all pertinent financial information and invoices accurately and honestly; never distort any information or documents related to your work for Mauna Kea Resort.
- Respect and treat the business and personal information of others with the utmost discretion.
- Understand that Mauna Kea Resort strictly forbids giving or promising anything of value to a government official or employee, whether to influence that person in his or her official duties or to encourage unlawful conduct.
- Never compromise ethical standards to gain a competitive advantage or meet a business objective. This includes making or receiving improper payments or gifts.

Mauna Kea Resort (MKR) may take steps to assess a supplier's adherence to these principles. Failure to uphold these practices and those covered in MKR's employment, human rights, business ethics, environment and social responsibility principles could jeopardize the business relationship.

Adhering to these principles, and doing business with those who do the same, will help us maintain a competitive advantage, in addition to the pride and confidence of our associates, customers and other important stakeholders.

Our suppliers play a vital role in upholding MKR's reputation for excellence with guests, associates, business partners and other important stakeholders. MKR wants to do business with companies that share our values and uphold our commitment to responsible and ethical business practices. We have high, yet achievable standards for sourcing the best quality goods and services. We identify and build relationships with suppliers who follow all applicable laws as well as the spirit and intent of our principles.

Employment and Human Rights

MKR's Employment and Human Rights principles are guided by those contained in *United Nations Universal Declaration of Human Rights* and related international covenants. We expect and encourage our suppliers to uphold the following:

- Provide a safe and secure work environment.
- Promote an inclusive environment that fosters mutual respect, diversity and equal opportunity with employees and other stakeholders, including customers and suppliers.
- Support the elimination of all forms of forced, bonded or compulsory labor, and all forms of human trafficking including the exploitation of children. Adhere to minimum age provisions of applicable laws and regulations.

Environment and Social Responsibility

We expect and encourage our suppliers to uphold MKR's environmental and social commitments for the greater good of the global community:

- Operate in an environmentally responsible manner by reducing environmental impacts and resource consumption while continually advancing the sustainability of the products and services MKR sources. Working together, MKR and its suppliers can provide a more sustainable environment for MKR's guests, associates and local communities.
- Identify and provide opportunity for diverse, minority-owned businesses, including small and medium enterprises.

ACKNOWLEDGED BY:

Supplier Company Name: Desert Fox Golf

Signature: 

Name, Title: Scott L. Kovesdy, Owner

Date: 10/27/2021