

SCHOLASTIC IS COMMITTED TO:

- The highest quality standards in all areas of business.
- Honest, responsible, and ethical business conduct in all of areas.
- Respect for the rights of all individuals.
- Safety and compliance with all national and international standards.
- Environmental preservation.

All suppliers that we engage are expected to share these commitments. At a minimum, all suppliers and their employees, representatives, factories, and sub-contractors are required to abide by the following Code of Conduct:

Use of Sub-Contractors: Suppliers are prohibited from employing third-party sub-contractors to provide products and/or services to Scholastic without the written consent of the compliance team at VendorCompliance@Scholastic.com. Sub-contractors must also sign the Supplier Code of Conduct and submit social compliance audits /ethical workplace audits upon request. If the subcontractor does not have a social audit, the subcontractor must agree to be audited upon request.

Quality of Workmanship: Suppliers are required to use materials for the provision of products and/or services in accordance with all Scholastic requirements and specifications.

Compliance with Laws: Suppliers providing products and/or services to Scholastic must represent and warrant that they will adhere to all applicable laws, rules, and regulations, including, but not limited to, those laws specifically mentioned in the Code of Conduct. For the avoidance of doubt, Scholastic will not be liable for any violation of law by the supplier.

Remunerative Compensation: Suppliers are prohibited from providing gifts or other remuneration to Scholastic employees or their families with the intent to influence business decisions or gain improper advantages. Suppliers must certify that no Scholastic employee is a member of the Board of Directors of supplier or has a controlling interest in the company.

Anti-Trust Policy: Suppliers are prohibited from engaging in any collusive or monopolistic behavior in violation of anti-trust laws.

Conflicts of Interest: Suppliers may not enter into financial or other relationships with Scholastic employees that create any potential or actual conflict of interest. Suppliers are required to disclose any conflicts of interest and resolve promptly.

Confidentiality and business information: Suppliers must protect Scholastic's confidential or proprietary information, assets and data from unauthorized disclosure and misuse. This includes protection from the discussion of confidential information in public, on social media and/or the unauthorized disclosure of confidential or proprietary information to third parties. Suppliers shall only use the confidential or proprietary information to provide the services and/or products.

Equal Opportunity: Suppliers are required to provide equal opportunities in hiring and all other aspects of employment. Suppliers are prohibited from discriminating on the basis of age, race, creed, color, sex, sexual orientation, gender identity, disability, religion or national origin.

Criminal Activity: Suppliers are prohibited from engaging in any criminal activity.

Human Rights: Suppliers must abide by all human rights laws and regulations, including but not limited to laws and regulations concerning forced labor and child labor. Scholastic prohibits the use of any and all involuntary labor by its suppliers or in its supply chains, including involuntary or indentured child labor. Suppliers may not utilize or benefit from, directly or indirectly, any form of involuntary labor. Suppliers must not withhold any worker government-issued identity documents or travel documents, impose employment or recruitment fees on workers as a condition of employment, restrict unreasonably worker movement on Suppliers' premises, or fail to communicate the terms employment to workers in writing in a language that is understood by the workers.

SUPPLIER CODE OF CONDUCT

Temporary and Migrant Workers: Suppliers must conduct proper diligence of, and regulate, third-party recruitment/employment firms to ensure that they do not impose onerous fees on workers and withhold identity or travel documents. Suppliers must ensure that all company policies and employment contracts are made available to migrant workers in their native languages. For any migrant workers employed overseas, suppliers must inform them of the basic terms of their employment before they travel. Suppliers must ensure that migrant workers have the legal eligibility to work in the countries, regions and for the employers/clients they are deployed to, and in the job role they are hired for. In addition, suppliers must ensure that all company policies and employment contracts are made available to migrant workers in their native languages and ensure that, if provided, housing meets basic requirements of sanitation and cleanliness and is not overcrowded.

Child Labor: Suppliers are prohibited from (i) using child labor, defined as any work performed by children less than 15 years of age or (ii) using children under 18 years of age to engage in hazardous work.

Hours, Wages and Benefits: Suppliers shall pay employees at least the minimum wage and must provide all legally mandated benefits. Remuneration received for a standard work week by a worker in a particular [time and] place must be sufficient to afford a decent standard of living include food, water, housing, education, healthcare, transportation, clothing, and other essential needs including provision for unexpected events. Information about hours and compensation shall be communicated to employees in writing and Supplier shall pay employees timely and consistent with the terms communicated to its employees. Suppliers will not garnish or deduct wages to discipline employees.

Audits: Suppliers must undergo an approved third-party social compliance/ethical workplace audit every 12-24 months. Scholastic will specify the audit interval depending on determination of risk. Suppliers must provide full access to:

- The site for on-site inspection, including visits by publishers and/or their designated representatives,
- Full and accurate transparent records that determine or provide evidence of conformance or nonconformance,
- Randomly selected employees for confidential interviews without any subsequent retribution.

Health & Safety: Suppliers must also provide a safe and healthy working environment for employees in compliance with all applicable laws and regulations. In addition:

- Workers must be provided, at no cost to the worker, personal protective equipment and must be trained in their use.
- Fire safety must be ensured through regular fire drills and fire safety training for all workers, as well as prevention of fire hazards.
- Machinery must be inspected regularly and equipped with safety devices. Clear instructions or warning signs must be provided in languages understood by all workers.
- Workers must be trained in fire safety, occupational health and safety, as well as waste and chemical management (if applicable).
- Workers must have access to clean drinking water, adequate toilet and washing facilities (which respect worker dignity) and to clean facilities for food preparation and food storage.

Grievance Reporting Mechanisms: Suppliers must ensure that workers are aware of and have access to effective mechanisms to report grievances and that such grievances are acted upon without retaliation.

Free Association and Collective Bargaining: Suppliers shall allow employees to associate, organize and bargain collectively in a lawful and peaceful manner with no adverse consequences.

Product Safety: All products and materials that come in contact with end-users must be manufactured from non-toxic materials. All products provided to Scholastic must meet product safety requirements as governed by laws and regulations in the countries where the product is sold. For products that require testing, tests must be completed in an accredited test lab, and a copy of the safety data sheets must be submitted to Scholastic.



SUPPLIER CODE OF CONDUCT

Paper and Raw Materials: All paper and paperboard must be in compliance with the U.S. Lacey Act, which makes it unlawful to import, export, transport, sell, receive, acquire, or purchase in interstate or foreign commerce any plant, including trees, taken in violation of the laws of a U.S. State or any foreign law that protects plants. Scholastic prohibits sourcing from Indonesian tropical forests, old growth and/or endangered forests. Scholastic prohibits sourcing of any goods, including raw materials and paper, that have been harvested, manufactured, processed, or produced in whole or in part from convict, forced or indentured labor.

Environmental Policy: Suppliers must provide environmentally-sound products and services to Scholastic. Scholastic is committed to managing our material selection, sourcing, usage, and disposal in a manner consistent with our ideals and our dedication to environmental stewardship and expect our partners to do the same. Scholastic adheres to all relevant environmental laws and regulations and requires our supply chain to do the same. As new laws and regulations come online, if such laws and regulations require our suppliers to disclose relevant environmental data, they must do so. Scholastic recommends suppliers integrate sustainable practices into their business whenever possible. This includes designing products with specifications that favor sustainability, reusing and recycling materials wherever possible, and continuously reviewing new innovations and technologies to reduce environmental impact.

All suppliers are required to adhere to this policy. Failure to do so may result in penalties, including but not limited to contract termination for current suppliers. If the supplier is proposing to work with Scholastic, failure to adhere to or meet the requirements of this policy may result in elimination from consideration. All breaches of this Code of Conduct must be immediately reported to the Compliance team at VendorCompliance@Scholastic.com.

Name: _____

Company: _____

Date: _____