



SUPPLIER CODE OF CONDUCT POLICY

The Supplier Code of Conduct outlines what Rancho Tree Service requires from you as a supplier with respect to labor and employment rights, environmental health and safety, business ethics and social responsibility, and global trade practices. As a supplier, you must adhere to this Code of Conduct and operate in full compliance with the laws and regulations of all countries within which you operate. When local laws and regulations are less restrictive than this Code of Conduct, you must adhere to Rancho Tree Service's principles. Failure to comply with internationally recognized standards, and the standards set forth in this Supplier Code of Conduct, may result in the termination of your contract and relationship with Rancho Tree Service.

In conducting business, Rancho Tree Service acts with integrity and honesty and always maintains the highest standards for business responsibility in accordance with laws and ethical principles. Rancho Tree Service complies with the Securities and Exchange Commission and all anti-corruption laws including the U.S. Foreign Corrupt Practices Act. As a supplier, you must adhere to the same laws and principles.

In addition to these efforts, Rancho Tree Service strives to conduct business that favors certified small, minority, women, service-disabled veteran and LGBT business entities that reflect our commitment to diversity and inclusion in the supply chain.

This Supplier Code of Conduct applies to Rancho Tree Service suppliers and their subsidiaries, affiliates, and subcontractors (each a "Supplier") providing goods or services to Rancho Tree Service or for use in or with Rancho Tree Service or other Rancho Tree Service products. It sets out legal and social responsibility requirements for our Suppliers. These requirements are in addition to any requirements imposed by contract. References to Rancho Tree Service in this Code also include Rancho Tree Service subsidiaries and affiliates, to the extent a Supplier does business with them.

GENERAL RULES

Supplier will fully conform with the laws, rules, and regulations (collectively, "laws") of the countries where it operates, will conform to the requirements of this Supplier Code of Conduct, and will communicate these requirements in writing to its own suppliers and subcontractors. Supplier must be able to demonstrate compliance with the Supplier Code of Conduct on request. Rancho Tree Service will assess conformance to these requirements and will consider a Supplier's conformance in making sourcing and procurement decisions.

SOCIAL RESPONSIBILITY STANDARDS

Overview

Social Responsibility Standards are drawn from a desire to ensure that working conditions in Supplier operations and supply chains are safe, that all workers are treated with respect and dignity, and that operations are environmentally responsible and conducted ethically.

Wages & Benefits

Supplier will comply with all applicable wages and benefits laws, including those relating to minimum wages, overtime hours, and legally mandated benefits.

No Discrimination

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Modified by Geoffrey Taylor (geoffrey@ranchotreeservice.com)



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In its hiring and employment practices, Supplier will not discriminate based on race, color, age, gender, sexual orientation, gender identity and expression, ethnicity, disability, pregnancy, religion, political affiliation, union membership, covered veteran status, protected genetic information, marital status, or any other category protected under applicable law. Workers or potential workers should not be subjected to medical tests or physical exams that could be used in a discriminatory way.

Health & Safety

Suppliers recognize that a safe and healthy work environment minimizes work-related injury and illness, enhances the quality of products and services, and boosts consistency of production and worker retention and morale. Supplier will comply with all applicable health-and-safety requirements.

Environment

Suppliers will take steps to eliminate any adverse (and potentially adverse) effects on the community, environment, and natural resources and to safeguard health and safety. Supplier will maintain a commitment to environmental compliance, environmental protection and have a clear and defined Environmental/Sustainability policy in place.

ETHICS REQUIREMENTS

Suppliers will uphold the highest standards of ethics in their operations, including:

Business Integrity

Suppliers will uphold the highest standards of integrity in business interactions. All dealings will be transparently performed and accurately reflected on Supplier's books and records. Supplier will have a zero-tolerance policy that prohibits all forms of bribery (covering promising, offering, giving, or accepting any bribes), corruption, extortion, fraud, and embezzlement, and will implement monitoring and enforcement procedures to ensure conformance with anti-corruption laws. When conducting business on behalf of Snap or with Snap employees, suppliers will maintain proper business etiquette and will not engage in any of the behaviors described under "No Abuse" and "No Discrimination" in section 2 of this code.

Conflicts of Interest

Rancho Tree Service forbids both actual and apparent conflicts of interest. Supplier must not directly engage with any Rancho Tree Service employee whose spouse, domestic partner, relative or other family member is employed by or holds a significant financial interest in the Supplier.

Gifts

Supplier will not give gifts, regardless of value, to any Rancho Tree Service employee working in procurement or supply chain management. Moreover, suppliers will avoid giving gifts to any Rancho Tree Service employee when the circumstances create or appear to create a conflict of interest. For example, the supplier shall not offer anything of value during a bid process or contract negotiation. Gifts offered or given at such times may appear as attempts to improperly influence Rancho Tree Service employees. Any gifts, meals, or entertainment must comply with applicable laws, must not exceed \$100 in value and must be consistent with local custom and practice. Cash and cash equivalents, such as gift cards, are never acceptable.

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Intellectual Property & Confidential Information

Suppliers will respect intellectual-property rights. Supplier will transfer technology and knowledge in a manner that protects intellectual property rights and conforms to the most stringent information protection requirements under the applicable agreements between Rancho Tree Service and Supplier. Supplier will use appropriate means to safeguard customer information, in accordance with the most stringent information-protection requirements under the applicable agreements between Rancho Tree Service and Supplier.

Disclosure of Information

Supplier will disclose information regarding business activities and structure, financial situation, and performance in accordance with applicable law and prevailing industry practices. Falsifying records and misrepresenting conditions or practices in the supply chain are prohibited.

Fair Business, Advertising & Competition

Supplier will obey applicable laws and uphold industry and regulatory standards of fair business, advertising, and competition.

Training and Communication

Supplier must implement training and communication programs to educate its employees regarding the requirements of this Code and Supplier's own related policies. Supplier must maintain a process for communicating clear and accurate information about its practices, policies, and expectations to its workers, next-tier supplier(s), and customers.

Whistleblower Protection

Supplier will provide an anonymous complaint mechanism for its employees to report violations of this Code and Supplier's own Code of Conduct. Supplier will protect whistleblower confidentiality and prohibit retaliation.

Reporting Questionable Conduct

Supplier and its employees should report violations of the Supplier Code of Conduct or other questionable behavior. Report to Senior Leadership by email at office@ranchotreeservice.com or telephone 661-805-0745.

SUPPLIER QUALITY

Rancho Tree Service requires that its suppliers provide quality components. We believe quality is best optimized by ensuring that Suppliers have appropriate quality assurance processes and controls.

Suppliers must therefore comply with industry standards for manufacturing goods and providing services to Rancho Tree Service, including a commitment to the philosophy of continuous quality improvement. Supplier will collaborate with Rancho Tree Service to identify quality issues, risks, and costs, and develop plans for improvement where warranted. Supplier will timely resolve any deficiencies.

Supplier's commitment to continuous quality improvement will necessarily involve changes to manage cost, quality, delivery, and technology. However, implementation of unapproved changes can have

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unintended effects on our products. Supplier accordingly will notify Rancho Tree Service of changes made to materials, products, or processes.

Supplier will make supplier management a part of its quality system. Supplier will actively manage its suppliers, alert Rancho Tree Service if it becomes aware of any quality (or other) risks posed by a particular supplier and collaborate with Rancho Tree Service to agree on how to mitigate and manage any such issues.

ASSESSMENTS

Supplier will periodically evaluate its operations and those of its subsidiaries, affiliates, and subcontractors to ensure compliance with this Code. Supplier will allow Rancho Tree Service or a Rancho Tree Service agent to conduct an onsite assessment of any operations that are providing goods or services for Rancho Tree Service or for Rancho Tree Service's benefit. Supplier will commit to timely correcting any deficiencies identified by an assessment, inspection, or other review.

QUESTIONS & CONCERNS

Questions and concerns may be directed to the Business Development Manager, Geoffrey Taylor at 661-735-7312 or geoffrey@ranchotreeservice.com

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