

Reminder of Gifts, Hospitality and Invitations to Events Policy for Business Partners

Dear Suppliers and Business Partners,

International is committed to conducting business ethically and maintaining a fair, objective, and transparent procurement process.

As a reminder, International's expectations regarding the exchange of benefits are addressed in our [Code of Conduct for Suppliers & Business Partners](#). We have also attached a short [guidance flyer](#), which summarizes when benefits may be acceptable, when they are prohibited, and when additional caution or approval is required.

Please review the attached guidance carefully. In particular, suppliers and business partners should not offer, provide, request, or accept benefits that:

- Are cash or cash equivalents, including gift cards;
- Are solicited or requested;
- Are offered in exchange for a business advantage or favorable decision;
- Could appear to influence business judgment;
- Are offered during contract negotiations, renewals, sourcing events, or other pending business decisions;
- Involve adult entertainment, vacation-type benefits, government or public officials, travel, or benefits for family members or other personal contacts unless specifically reviewed and approved.

International employees may be required to obtain internal approval and document certain benefits. We appreciate your cooperation in supporting this process.

Thank you for your cooperation and continued commitment to ethical business practices.

If you have any questions or require further clarification, please do not hesitate to reach out to Corporate Compliance at ComplianceAdvice@international.com or (331) 332-2500.

Sincerely,

Sebastian Leger
SVP, Purchasing

Geoff Flanagan
VP, Governance Risk & Compliance
Chief Compliance Officer

