



Table of Contents

I.	Purpose	2
II.	Policy	
A.	Business Conduct	2
B.	Legal Compliance	2
C.	Social Responsibility	3
D.	Monitoring and Compliance	4

DocuSigned by:

Signature: Cielo Hernandez
Cielo Hernandez, SVP and CFO

SUPPLIER CODE OF CONDUCT

I. Purpose:

This Supplier Code of Conduct applies to all suppliers, vendors, contractors, service providers and consultants (each a “Supplier” and collectively, “Suppliers”) who do business with South Jersey Industries, Inc. (“SJI”) and its affiliate companies. SJI is committed to acting ethically and conducting its business with integrity. We expect our Suppliers to do the same.

II. Policy Details:

A. **Applicability**

Suppliers are responsible for compliance with the standards set out in this Code of Conduct and all applicable laws and regulations. Suppliers should share this Code of Conduct with all individuals assigned to work for SJI and must ensure that work performed on behalf of SJI is done by persons with the skills and training necessary to complete the job in a safe manner.

Failure to comply with expectations outlined in this Code of Conduct could result in termination of your contract.

B. **Ethical Business Conduct**

In general, suppliers are expected to comply with the following:

South Jersey Industries Procurement: All pricing and contract negotiations must be coordinated through Procurement. No other employee is authorized to make any commitment on behalf of the Company. All supplier agreements must be reviewed and approved by Procurement. Suppliers that commence work without having the proper commitment and authorization from Procurement may be banned from doing business with SJI and/or their goods and services will be paid automatically using NET120 payment terms. Suppliers are required to inform Procurement immediately when a request is made for any goods and services by providing pricing or any proposed agreement.

Intellectual Property: SJI’s name, logo, or trademark cannot be used anywhere without obtaining prior written consent of an authorized SJI employee.

Business Continuity: We expect our Suppliers to have business continuity plans in place to ensure that their business operations will continue with minimal disruptions in the event of a disaster. Certain Suppliers who perform essential functions for the business may be asked to provide copies of their plans to SJI.

Reciprocity: No Supplier is required to purchase our products or services in order to compete for our business.

Competition: Fair competition is important to SJI. It is the policy of our corporation to use competitive bidding practices in the procurement of goods and services.

C. **Legal Compliance**

Suppliers must comply with all applicable laws and regulations and will also be

expected to do what is ethical in any given situation. SJI expects Suppliers to adhere to both the letter and spirit of laws specifically those around safety, labor, environmental, export compliance, security, privacy, intellectual property and anti-trust laws and regulations. In particular Suppliers must abide by the following:

Anti-corruption: SJI is committed to conducting its business legally and ethically and free from corruption. "Corruption" generally refers to obtaining or attempting to obtain a personal benefit or business advantage through improper means. Suppliers must comply with all applicable international anti-corruption laws and regulations. Where it is foreseeable that the Supplier may interact with non-U.S. government entities or officials on SJI's behalf, Suppliers must undergo an anti-corruption due diligence review.

Fair Competition: Suppliers shall not propose or enter into any agreement any competitor to fix prices, margins, or terms and conditions or to divide up any markets or customers, or to restrict resale pricing of our products.

Conflict of Interest: Suppliers must avoid any situation or relationship that may involve an inappropriate conflict or the appearance of a conflict with the interests of SJI. SJI employees and their family members may not hold any significant economic interest in any entity that does business with SJI, and its business partners are required to avoid such relationships with our employees.

Suppliers are required to disclose any situation that may appear to be a conflict of interest prior to entering into any business transaction. The disclosure requirements include the reporting of non-business relationships with SJI employees who can make decisions impacting the Supplier's business, or employees or family members of the Supplier who serve as officers, directors, employees, agents or consultants of SJI.

Gifts: Suppliers shall not offer or provide gifts, hospitality or entertainment to any SJI employee or family member of our employees. This includes, but is not limited to, a payment; cash equivalents such as gift cards; gifts, favors or travel. We allow gifts of promotional items of nominal value, (e.g., pens, paperweights and t-shirts) or a meal or entertainment (e.g. open to other customers and general public), which can only be of nominal value and is reasonable and customary within ethical business practices. Nominal value means unmistakably inexpensive.

Insider Trading: Suppliers must ensure that non-public information obtained in the course their relationship with SJI is not used for the personal benefit of the Supplier, their employees or other persons.

Intellectual Property: Suppliers must not misuse trade secrets or proprietary or confidential information of SJI for their own purposes or disclose such information to unauthorized third parties.

Confidential Information. Suppliers may be granted access to non-public information in connection with the performance of their work. Suppliers must keep non-public information confidential and may only disclose non-public information on a need-to-know basis.

Business Records: SJI requires that internal controls over operational and accounting records are adhered to and that all transactions, including invoices,

billings and other supporting records, are in compliance with all accounting standards, applicable laws and regulations. SJI expects that suppliers never misstate facts or material information related to business performed for, or on behalf of, SJI.

D. Social Responsibility

SJI will evaluate each Supplier based on their ability to meet SJI's needs in an efficient and socially responsible manner. Suppliers are expected to understand and satisfy their environmental, social and ethical responsibilities.

Environmental Sustainability: We expect our suppliers to conduct a business relationship with SJI under sound sustainability practices. Suppliers should understand the environmental issues associated with the production of the goods and services they provide and establish environmentally sustainable business practices. These practices should focus on greenhouse gas reductions, waste reduction, energy and water use minimization, recycling, hazardous material handling, and environmental incident reduction.

Human Rights and Labor: Suppliers shall not engage in any form of human trafficking and slavery and also ensure that there is no slavery or human trafficking in its supply chains. Drawing on works by the United Nations and the International Labor Organization, we expect all suppliers to respect the human rights of their employees and provide them equal opportunity. This entails fostering an inclusive environment that condemns any type of discrimination, child and forced labor.

Occupational Health and Safety: Suppliers must remain cognizant of the impact their operations may have on the health and safety of its employees, contractors, suppliers, customers and visitors. Suppliers shall conduct all of their business operations activities with a perspective of prevention and reduction of accidents and risks of all types. Suppliers are encouraged to report near incidents and work being performed in an unsafe manner by either a SJI employee or other third party Supplier conducting work for SJI.

Supplier Diversity: SJI's policy is to provide all Suppliers equal access to purchasing opportunities and values diversity in the workplace. We expect our Suppliers to do the same with their supplier base specifically when doing business for SJI.

Suppliers shall not discriminate against any employee or applicant for employment because of race, color, creed, religion, sex, age, national origin, marital status, citizenship, physical and mental disability, criminal record, sexual orientation, gender identity or expression, status as a disabled, recently separated, active duty wartime or campaign badge, Armed Forces service medal or other protected veteran, genetic information, predisposition or carrier status, status with respect to receiving public assistance, domestic violence victim status or any other characteristics protected under applicable law.

E. Monitoring and Compliance

SJI will monitor Suppliers' compliance with this policy and require its Suppliers to

certify to their compliance with this Policy. Any violations of this policy may result in SJI discontinuing its relationship with Supplier.

Supplier can also submit questions and comments regarding the Code of Conduct, to SJI's liaison set out below:

Will Smith
Director, Procurement and Shared Services
1 South Jersey Plaza
Folsom, NJ 08037
wsmith@sjindustries.com

Supplier shall not retaliate or take disciplinary action against any worker who has, in good faith, reported violations or questionable behavior, or who has sought advice regarding this Code of Conduct.