

SUPPLIER CODE OF CONDUCT

As a large purchaser of a variety of products and services, Matthews International Corporation (“Matthews” and/or the “Company”) aims to integrate sustainability in our supply chain by sourcing products and services that minimize our environmental footprint and have a positive social impact. We seek to jointly create value with our suppliers based on mutual trust, transparency, joint innovation and knowledge sharing.

Purpose and Scope

This **Supplier Code of Conduct** (this “Code”) is based on the ten (10) principles of the **United Nations Global Compact**, as well as related international standards, including the Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, the Children’s Rights and Business Principles, the Core Conventions of the International Labour Organization (the “ILO”) and the OECD Guidelines for Multinational Enterprises. By adopting this Code, Matthews has established its expectations for all suppliers conducting business with them (the “Supplier(s)"). The Code set forth in this document shall apply to all subcontractors employed by the Supplier(s).

We recognize that many of our Suppliers operate in different legal and cultural environments throughout the world, and that reaching the standards established in this Code is a dynamic process. Suppliers are therefore encouraged to continuously improve their operations and move from Code compliance towards Code leadership. Matthews is willing to reasonably assist Suppliers in this process. Matthews reserves the right to audit the Supplier’s processes concerning the areas identified in this Code in order to ensure effective compliance and to adopt a proactive approach in the continuous improvement within these areas.

In addition, Suppliers are expected to promote the standards established by this Code with their own supply chain partners.

Human Rights & Labor Conditions

The Matthews Human Rights policy standards extends to all partners and suppliers/vendors. The Supplier will ensure that its human rights policy is aligned and complies with Matthews’ standards.

Non-discrimination and Fair Treatment

The Supplier shall not discriminate, and shall promote equal opportunity, in hiring and employment practices, including wages, on the grounds of criteria such as of ethnic origin, color, religion, gender, age, physical ability, national origin, sexual orientation, political affiliation, union membership, medical condition or marital status.

Every employee shall be treated with respect and dignity. Mental or physical coercion or punishment, or threat of physical abuse or punishment, any kind of sexual or other harassment and other forms of intimidation are prohibited.

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Diversity and Inclusion

Matthews continually evaluates how it effectively contributes to advancing racial equity and greater diversity and inclusion within the Company. As always, we are prepared to work together, throughout our organization, to inspire and advance change. Matthews is actively evaluating, building and implementing programs that support the Company's ongoing efforts to develop a diverse talent pipeline and a workforce that is a direct reflection of the people, clients, customers and communities we proudly serve. Matthews expects that the Supplier will act in accordance with this Diversity and Inclusion mindset in their company.

Forced Labor

The Supplier must under no circumstances use, or in any other way benefit, from any form of work or service which is exacted from any person under the menace of any penalty such as the use of physical punishment, confinement, threats of violence as a method of discipline or control.

Child Labor and Decent Work for Young Workers

The use of child labor by the Supplier is strictly prohibited. No child below 15 years old is allowed to work, subject to exceptions allowed by the ILO. In case child labor is identified, the Supplier must take appropriate action to responsibly manage the removal of child labor from its business in a way that is in the best interest of the child.

If the Supplier employs young people between the age of 15 and 18, the Supplier must treat them with particular consideration. They shall not perform work which, by its nature or the circumstances in which it is carried out, is likely to jeopardize their health, safety or morals.

Wages and Working Hours

The Supplier must comply with all applicable legal and regulatory requirements applicable to working hours and shall compensate its employees for overtime work. The Supplier shall also provide its employees with the minimum wages and benefits, and other premium arrangements, as defined by applicable law and applicable industry standards. In any event, wages should always meet the minimum income necessary for a worker to meet their basic needs.

The employees shall be granted their annual leave, and sick leave, without any form of repercussion, and female employees shall be granted their stipulated maternity leave rights in case of pregnancy.

Health and Safety

The Matthews International Health and Safety Policy standards extend to all partners and suppliers/vendors. The Supplier will ensure that its health and safety policy is aligned and complies with Matthews' standards.

The Supplier shall provide its employees with a safe and healthy workplace to prevent accidents and injury to health. The Supplier shall therefore take a proactive approach to health and safety by implementing policies, systems and training designed to prevent accidents, injuries and protect worker health.

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The Supplier shall identify and be prepared for emergency situations. The Supplier shall regularly train employees on emergency planning, responsiveness as well as medical care.

The Supplier will provide its Health and Safety Policy to the Matthews Global Health and Safety Team if it supplies over \$100,000 in products and/or services to Matthews.

Local Communities

The supplier shall operate with respect for local communities and indigenous people and their rights and title to property and land. We expect our Suppliers to understand the cultural and economic context in which they are working, to operate safely and responsibly, to be mindful of the well-being of communities and to foster positive social and economic relationships with local communities. In particular, they should ensure that the situation of vulnerable groups such as women and children is taken into account.

Environment

The Matthews International Environmental Policy standards extend to all partners and suppliers/vendors. The Supplier will ensure that its Environmental Policy is aligned and complies with Matthews' standards.

Matthews International requires their Suppliers to comply with all applicable local, national and international environmental legislation.

Suppliers shall adopt a proactive approach towards minimizing environmental impacts. They are expected to have an environmental management system in place, based on international standards such as ISO 14001 or comparable, designed to identify, control and mitigate significant environmental impacts.

Waste of resources and materials, including energy and water, should be reduced or eliminated by practices such as modifying production, maintenance and facility processes, materials substitution, conservation, recycling and re-use.

The use of natural resources in products and services should be reduced, by proactively searching for sustainable and/or renewable alternatives.

Ethics

Matthews' **Code of Business Conduct & Ethics**, Matthews' **Anti-corruption Policy** and Matthews' **Export Controls Policy** extends to all partners and Suppliers. The Supplier shall ensure that its own code of business conduct is aligned and complies with Matthews' standards. The foregoing policies may be accessed on Matthews' website at: <https://www.matw.com/investors/corporate-governance/governance-documents>.

Matthews expects its Suppliers to comply with all applicable international, national and local laws and regulations, to strive to adhere to international and industry standards and to uphold high standards of integrity, transparency and governance.

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Pursuant to Matthews' Anti-corruption Policy and consistent with the United State Foreign Corrupt Practices Act and the United Kingdom Bribery Act, the Supplier affirms and covenants that it shall not offer or pay bribes, of any kind, to its customers, to the business associates of its customers and/or to government representatives and/or agencies. The Supplier also declares it forbids its employees to request or accept bribes, whether for their own benefit or that of their families, friends, associates or acquaintances.

Suppliers shall avoid any apparent or actual conflicts of interest and are expected to communicate to their Matthews counterpart any situation that may appear as a conflict of interest.

The Supplier shall ensure that managers and employees have a transparent, fair and confidential complaints mechanism in place enabling them to report workplace grievances.