



SUPPLIER CODE OF CONDUCT

TABLE OF CONTENTS



Overview
Applicability
Scope
Environment



Business Integrity
& Ethics



Health & Safety
Product Safety
Labor & Human Rights



Legal Compliance
Supplier Responsibility
& Consequences
Life Fitness
Code of Conduct



Contact Information

OVERVIEW

Life Fitness is committed to inspiring healthier lives. Operating with integrity is an important part of that mission. Life Fitness complies with applicable laws and regulations of the countries and regions in which we operate, and we conduct our business activities in an honest and ethical manner. We expect you to display the same level of commitment to compliance and ethical conduct.

APPLICABILITY

The Supplier Code applies to suppliers, vendors, and other third parties (“Suppliers” or “you”) who provide services or supplies to the Life Fitness family of brands and our global dealers/distributors, subsidiaries, and affiliates (“Life Fitness,” “we,” or “us”). We expect you to comply with this Supplier Code at all times when conducting business with us or on our behalf.

SCOPE

The Supplier Code applies to suppliers, vendors, and other third parties who provide services or supplies to the Life Fitness family of brands (“suppliers” or “you”) and our global dealers/distributors, subsidiaries, and affiliates (“Life Fitness,” “we,” or “us”).

ENVIRONMENT

Life Fitness strives to provide industry-leading products and experiences in a manner that minimizes our impact to the environment. We continue to work toward environmental sustainability in our business operations, and we expect our suppliers to:

- Conduct your business activities in accordance with applicable environmental laws, regulations, rules, and standards;

- Work to provide services and products that have the lowest practical impact on the environment, including the efficient use of energy, recycling or reusing materials and products whenever feasible, and minimizing: the volume and toxicity of waste generated, water usage, and the volume of pollutants released to the environment;
- Identify and manage chemicals and other materials that could pose a hazard to the environment, to ensure their safe handling, use, storage, and disposal. You will identify, monitor, control, treat, and reduce hazardous air emissions, wastewater, and waste generated from your operations. You will adhere to our requirements restricting use of specific substances, including labeling for recycling or disposal; and
- Cooperate fully with us to comply with and address applicable environmental requirements.

Life Fitness expects its suppliers to operate in accordance with this Supplier Code of Conduct.

BUSINESS INTEGRITY & ETHICS

You must uphold high standards of integrity in all business interactions with and on behalf of Life Fitness and our employees around the world.

ANTI-BRIBERY AND ANTI-CORRUPTION

Suppliers are strictly prohibited from offering, authorizing, giving or promising, or requesting or accepting, any form of a bribe or kickback, regardless of global location. We expect that you will remain in compliance with the Foreign Corrupt Practices Act, UK Anti-Bribery Act, and similar global anti-corruption laws that apply to you in any country in which you operate, sell, or provide services to or for us. Life Fitness has, and expects you to have, a zero-tolerance policy with respect to bribery, corruption, extortion, embezzlement, and similar crimes.

All of your business dealings with us should be transparent and accurately reflected in your books and records.

You should maintain policies that provide your employees the opportunity to confidentially report legal violations, including concerns regarding potential bribery and corruption.

EXPORT AND IMPORT CONTROLS AND ECONOMIC SANCTIONS

Suppliers are expected to comply with all applicable laws and regulations governing the import or export of goods, services, software, and technology. Suppliers are also expected to not conduct any business with countries, governments, entities, or individuals that are prohibited transaction partners under U.S. or other economic sanctions laws or regulations.

CONFLICTS OF INTEREST

You must not engage in activities that create, or even appear to create, conflicts of interest. Your other business relationships must not interfere, or appear to interfere, with your ability to fulfill your role as a Supplier. There is also the potential for a conflict of interest if one of your employee(s) or his or her family member(s) has a close relationship with a Life Fitness employee who can make a decision that may affect your

business with us. You must disclose any such relationships before entering into negotiations with us or before signing any agreement with us. You must promptly disclose all conflicts of interest, including potential conflicts of interest, discovered at any time, to your Life Fitness procurement representative or the Life Fitness Law Department.

GOVERNMENT BUSINESS

Without prior written authorization from the Life Fitness Law Department, no Supplier may conduct any business for or on behalf of Life Fitness with any government, public international organization such as the United Nations, or any agency or official of any government or public international organization.

GIFTS

Gifts, meals, and entertainment offered to Life Fitness employees must be reasonable, infrequent, and support legitimate business interests. Entertainment provided to Life Fitness employees may only take place in a setting consistent with a commitment to mutual respect. You may not offer Life Fitness employees gifts of cash or cash equivalents (such as gift cards).

PRIVACY AND INTELLECTUAL PROPERTY

You must safeguard and make only appropriate use of confidential or personal information you obtain from us in the course of our business relationship. You should use your best efforts to remain in compliance with applicable laws and ensure that privacy and valid intellectual property rights are protected.

RESPONSIBLE MATERIALS SOURCING

You will maintain a policy reasonably assuring that any tantalum, tin, tungsten, and gold in products you manufacture for or sell to us does not directly or indirectly benefit armed groups that commit human rights abuses in or near the Democratic Republic of the Congo. You will conduct and make available to us upon request, due diligence screening on the source and chain of custody of these minerals.

HEALTH & SAFETY

We expect you to provide your workers with a safe and healthy work environment. We believe that work-related injuries and illnesses can be prevented. Life Fitness expects our suppliers to:

- Comply with all safety and health laws, regulations, and standards applicable to your business and products;
- Implement and maintain safety and health management programs and processes that include, but are not limited to, assessing and controlling employee exposure to workplace hazards, identifying and planning for emergency events, and continually improving safety and health performance;
- Provide training to ensure employees are adequately trained and educated on applicable safety and health matters; and
- Strive for the prevention of workplace injuries and illnesses.

PRODUCT SAFETY

You must deliver products and services that meet safety and quality standards required by applicable law as well as our quality standards. You must cooperate with and assist Life Fitness in connection with product safety issues regarding materials or components you supply or have supplied to us, including, but not limited to, product recalls, product handling guidelines, field campaigns, and client bulletins.

ANTI-COUNTERFEIT

Life Fitness strives to ensure that all of its products are of the highest quality and reliability.

Therefore, Life Fitness must prevent the use of counterfeit parts in its products and has processes to detect and report counterfeit parts or suspected counterfeit parts that may appear in the supply chain.

You are expected to know the origins of all parts and materials you supply to us and to ensure their authenticity. You must respond to our reasonable requests for information regarding the source of any parts or materials.

LABOR & HUMAN RIGHTS

PREVENTION OF CHILD LABOR AND HUMAN TRAFFICKING

Life Fitness has a zero-tolerance policy with respect to abusive, exploitative, or illegal conditions, including child labor, forced labor, or human trafficking (as defined by the International Labour Organization), in our supply chain.

We expect you to provide safe and healthy working conditions at all of your operations and to foster an inclusive work environment that is free of harassment and discrimination. We expect you to meet or exceed legal requirements for compensation, working hours, and working conditions of your employees.

LEGAL COMPLIANCE

We expect Suppliers to comply with all applicable laws, rules, and regulations. In addition, we expect you to cooperate with reasonable requests designed to assist Life Fitness with complying with our legal obligations.

SUPPLIER RESPONSIBILITY & CONSEQUENCES

Life Fitness expects Suppliers to comply and adhere to this Supplier Code. You must inform us promptly of any breach of or concerns related to this Supplier Code.

You must take steps to ensure that your employees, suppliers, and subcontractors who work on Life Fitness business are aware of and comply with this Supplier Code.

Life Fitness may visit your facilities, review your documentation, and conduct a full audit if necessary to ensure compliance with this Supplier Code.

Life Fitness reserves the right to take appropriate action, up to and including termination of supply agreements, for violations of applicable law or this Supplier Code, at its sole discretion.

LIFE FITNESS CODE OF CONDUCT

You acknowledge that you have read, fully understand, and agree to conduct your business in accordance with the Life Fitness Code of Conduct, which is available at:

www.LifeFitness.com/company/ethics/Codeofconduct.php

Suppliers must ensure that your employees, suppliers, and subcontractors who work on Life Fitness business are aware of and comply with this Supplier Code.

CONTACT INFORMATION

Please direct questions about this Supplier Code of Conduct to your Life Fitness procurement representative or the Life Fitness Law Department.

Life Fitness Law Department

9525 W. Bryn Mawr Avenue, Suite 600

Rosemont, IL 60018 USA

legal@lifefitness.com

847.288.3300

