



Supplier Code of Conduct

Copart aims to positively impact our customers, communities, and the environment through our business. We expect our major suppliers, vendors, and subcontractors ("Suppliers") to operate in alignment with our mission and values; comply with applicable law, including those related to employment and wages, eradication of human trafficking and slavery, environmental protection, and anti-corruption; and conduct business ethically.

We also expect our Suppliers to conduct business in accordance with the United Nations Universal Declaration of Human Rights; and to extend the standards outlined in this Supplier Code of Conduct to their own supply chain.

Business Ethics

Copart's reputation for honesty and integrity is among our most important assets. We are committed to conducting our business in a legal and ethical manner in all of the geographies where we operate, and we expect our Suppliers to do the same.

All Suppliers are expected to promote (i) honest and ethical conduct, (ii) full, fair, accurate, timely, and understandable disclosure in reports and documents, and (iii) compliance with applicable governmental laws, rules, and regulations.

Child and Forced Labor

Suppliers must prohibit both child labor, which we define in accordance with the ILO Minimum Age Convention adopted in 1973, and any form of forced or indentured labor.

Non-Discrimination

We expect our Suppliers to provide an inclusive working environment that is free from discrimination, harassment, and abusive behavior. This includes prohibiting discrimination based on personal characteristics, including age, ancestry, disability, ethnic origin, family status, race, religion, gender, sexual orientation, social and national origin, or any other legally protected category. All Suppliers are also expected to provide equal opportunities for recruitment, job assignment, promotion, renumeration, training, and pay and benefits.

Health and Safety

We expect Suppliers to ensure a safe work environment for all employees. This includes complying with all applicable health and safety laws and regulations and implementing emergency preparedness programs and security arrangements where prudent.

Wages and Working Time

Suppliers are expected to comply with applicable wage and hour laws.



Sustainability

We encourage our Suppliers to monitor, manage, and reduce their environmental footprint; and to protect natural resources. Suppliers should consider opportunities to reduce greenhouse gas emissions, which may include implementing efficiency measures and procuring renewable energy. Suppliers should also consider opportunities to reduce water consumption and waste generation through reduction, reuse, and recycling programs.

Suppliers are also encouraged to evaluate opportunities to increase the eco-efficiency and minimize the environmental impact of their own products. This includes the responsible use of hazardous products and chemicals, responsible managing hazardous waste, and properly treating air emissions prior to discharge.

Community

Suppliers are encouraged to positively contribute to the communities, and also avoid potential negative impacts in communities where they conduct business.

Conflict Minerals

Copart aims to operate with a conflict-free supply chain and encourages Suppliers to increase the transparency on progress toward a conflict-free supply chain, as applicable to their operations.

Monitoring and Reporting

Copart's Supplier Code of Conduct is publicly available to all of our Suppliers on our corporate website. Our Suppliers are expected to adhere to this Policy, and continuously monitor their own compliance with our standards.

We will periodically review and update our Supplier Code of Conduct, programs, and procedures in consultation with relevant business stakeholders. Copart may also audit Suppliers to ensure compliance with this Policy.