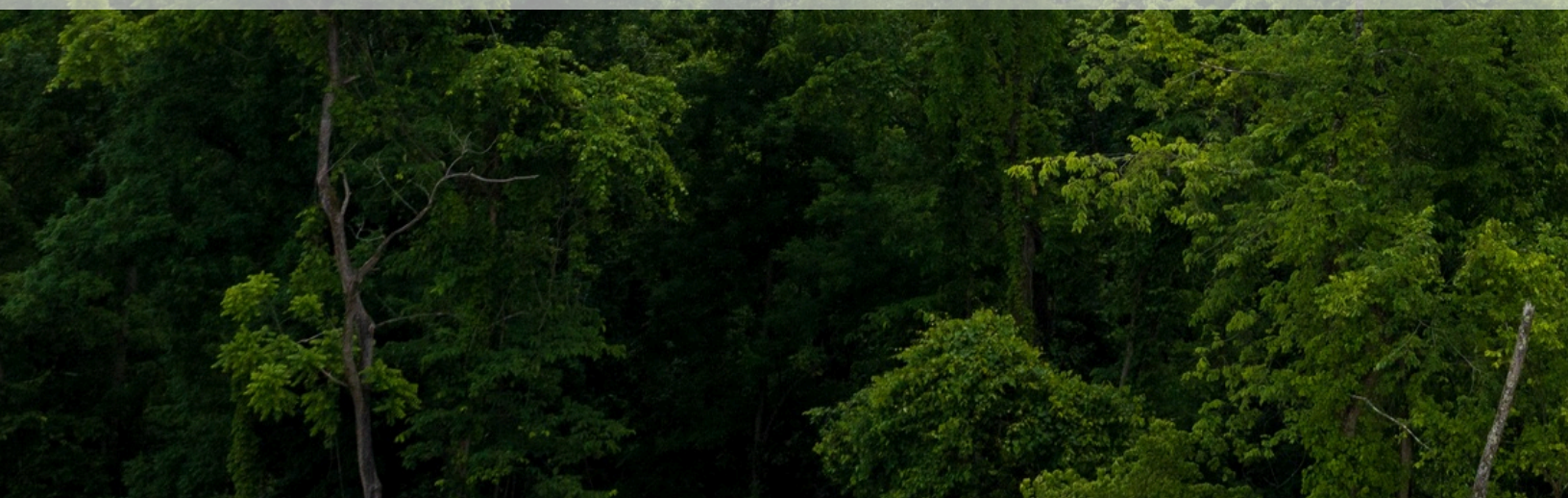


# SUPPLIER CODE OF CONDUCT



CNX is committed to operating our business ethically and in compliance with all laws and regulations. We utilize an extensive network of specialized service providers and suppliers to execute our activities safely and successfully. It is CNX's policy to utilize suppliers and service providers that adhere to this commitment. CNX executes a due diligence process for vendors and maintains rigorous standards to work on our locations, while providing opportunities to qualified disadvantaged business enterprises.

As part of this process, CNX maintains an internal list of approved suppliers, utilizing an industry-known contractor management platform to evaluate training and performance, risk management practices, DBE status, and other material factors. We establish transparent terms and conditions with all vendors through Master Service Agreements or Purchase Order Terms and Conditions, establishing multiple safety, health, environmental, and quality expectations prior to accepting goods and services. Contractors are integrated into the Quality, Health, Safety, and Environmental (QHSE) Management System and are expected to embody our values of Responsibility, Ownership, and Excellence, abide by our policies and practices, and comply with all applicable laws and regulations. Failure to comply with these expectations and the Code of Conduct will impact a vendor's ability to continue to work for CNX.



All individuals performing work for CNX must be fit for work and operate in a safe and environmentally responsible manner.

Suppliers must (at a minimum):

- Operate in a manner consistent with our commitment to safety and our Core Values of Responsibility, Ownership and Excellence
- Provide employees with a safe workplace, free from all forms of harassment or violence
- Have proper procedures to detect, prevent and mitigate potential risks to the health, safety, and security of employees
- Comply with all applicable laws and regulations, including anti-corruption laws and regulations
- Ensure they are adhering to CNX's QHSE Management System
- Maintain accurate business and operational records as required by law and industry standards
- Adhere to CNX's Acceptance of Gifts Practice
- Disclose any actual, potential, or perceived Conflicts of Interest
- Respect and uphold confidential business information or intellectual property obligations and abide by all applicable privacy and security laws, and protect against the unauthorized use or misuse of CNX information or data
- Comply with all relevant human rights laws and regulations, including Federal, state, and provincial Human Rights Acts and Labor Laws
- Comply with all laws and regulations on freedom of association and collective bargaining



Suppliers and their staff are encouraged to use CNX's Ethics Hotline, Red Flag Reporting, to report concerns or potential violations related to CNX employees or business. The intent of the hotline is to protect our co-workers, stakeholders, assets, and reputation. To file a report, provide client code "CNX" and simply do one of the following:

Visit [www.RedFlagReporting.com](http://www.RedFlagReporting.com) and click on "File a Report" or

Call 1-877-647-3335

CNX does not tolerate any form of retaliation against anyone who reports a concern in good faith or participates in an investigation.