

BUSINESS CONDUCT CODE

This Business Conduct Code represents the commitment of NMLP, its subsidiaries and affiliates. The diverse group of men and women who work for NMLP are our most important resource. In recognition of their contributions, we have developed policies and programs designed to ensure that our employees enjoy the protection afforded by the principles expressed in this Code. While these principles are not new to NMLP, they are vitally important to what we stand for as a company. Consequently, we have chosen to summarize them here in an expression of our global commitment.

The diverse world in which NMLP operates requires that a Code such as this be general in nature. In certain situations, local requirements, collective bargaining agreements and agreements freely entered into by employees may supersede portions of this Code. Nevertheless, we believe this Code affirms important, universal values that serve as the cornerstone of our relationship with employees, as well as with our business partners, including our customers, vendors, and suppliers.

Harassment and Discrimination

We will not tolerate harassment or discrimination on the basis of sex, race, color, creed, religion, age, ethnic or national origin, marital/parental status, disability, sexual orientation, veteran status, or any other legally protected status.

Health and Safety

We will provide and maintain for all employees a safe and healthy working environment that meets or exceeds applicable standards for occupational safety and health.

Child Labor

We will not use child labor. In no event will we employ any person below the age of 15, unless this is part of a government-authorized job training or apprenticeship program that would be clearly beneficial to the persons participating.

Forced Labor

We will not use forced labor, regardless of its form. We will not tolerate physically abusive disciplinary practices.

Work Hours

We will comply with applicable law regarding hours of work.

Responsibility and Implementation

We will communicate this Business Conduct Code to all employees. We will encourage our business partners to adopt and enforce similar policies. We will seek to identify and utilize business partners who aspire in the conduct of their business to standards that are consistent with this Code.

Employees with a good-faith belief that there may have been a violation of this Code should report it through established channels, if known, or to the Office of the General Counsel at dsusler@nmlp.com. No retaliatory actions will be taken against any employee who makes such a report or cooperates in an investigation following such a report by someone else.