Casey's General Stores, Inc. and Affiliates' Supplier Code of Conduct

Casey's General Stores, Inc. and its affiliates ("Casey's" & "We") are committed to responsible business practices. We seek to do business with Suppliers with high business standards including respect for human rights, environmental stewardship, responsible business ethics and effective safety and security practices. To do business with Casey's, all vendors, suppliers, manufacturers, builders, contractors, subcontractors and their agents (collectively, "Suppliers") must operate and conduct business with integrity and adhere to the minimum standards contained in this Casey's Supplier Code of Conduct ("Code of Conduct"), as may be amended from time to time at the sole discretion of Casey's.

By signing an agreement with Casey's, accepting and fulfilling any Casey's purchase order and/or providing Casey's with any goods or services, Suppliers acknowledge acceptance of, and a commitment to comply with, this Code of Conduct.

ETHICS

Casey's seeks to do business with Suppliers who adhere to high ethical standards in their business practices. Specifically Suppliers shall:

- comply with all laws and regulations applicable to their business;
- comply with all applicable anti-corruption laws and regulations of the countries in which Suppliers operate including the Foreign Corrupt Practices Act (FCPA) and any applicable international anti-corruption conventions; and
- not offer any exchange of favors, money, travel, gifts or entertainment of more than token value to Casey's team members with the intent to influence Casey's business decisions.

CHILD LABOR

Suppliers shall not:

- hire any person(s) under the legal minimum age for employment in the jurisdiction(s) in which the Suppliers operate; and
- employ any person(s) under the age of 18 in a way that prevents those person(s) from completing compulsory education.

FORCED LABOR AND HUMAN TRAFFICKING

Supplier shall not engage in the recruitment, transportation, transfer, harboring or receipt of persons, by means of threat or use of force, coercion or other means (including in the form of prison labor, indentured labor, bonded labor or otherwise), for the purpose of exploiting them. In addition, Suppliers shall ensure:

- its employees, laborers or contractors (together, "Workers") are provided accurate and understandable information about the basic terms of their employment; and
- its applicants and Workers are not charged or required to pay fees or deposits to gain or maintain employment with the Supplier.

NON-DISCRIMINATION

Suppliers shall not engage in discrimination based on an individual's:

- race; color; gender; age; national origin; religion; citizenship status; marital status; sexual orientation; gender identity; transgender status; physical or mental disability; veteran status; genetic information; pregnancy (including childbirth and related medical conditions including medical conditions related to lactation); engagement in protected concerted activity; or other characteristics protected by applicable federal, state or local law.

HOURS AND BENEFITS

Suppliers shall ensure its Workers:

- are not exposed to unreasonably hazardous, unsafe or unhealthy conditions;
- have the right to report unsafe or unhealthy working conditions regardless of role, title or responsibility;
- are trained on the appropriate occupational health and safety policies and procedures; and
- are provided appropriate personal protective equipment.

ENVIRONMENT

Suppliers shall ensure:

- business is conducted in a manner respectful of the environment and that encourages socially responsible standards including compliance with all applicable environmental laws and regulations in the jurisdiction(s) in which Suppliers operate;
- air emissions, wastewater and solid waste generated from its operations are controlled and treated as required by applicable law;
- all required environmental permits or licenses are obtained, maintained and kept current by Suppliers; and
- all environmental and regulatory operational, registration and reporting requirements pertaining to Supplier are followed at all times.

