

## HUMAN RIGHTS CLAUSE

Mayco International is committed to responsible business standards that respect and promote human rights. As such, we are committed to the following policies and practices, and expect our suppliers to commit to the same standards.

- Compliance with all applicable laws and regulations
- Equal Employment Opportunity
- Prohibition of harassment and unlawful discrimination in any employment practice or decision
- Prohibition against the use of child labor and any form of forced labor, including slavery and human trafficking
- Providing appropriate compensation and benefits as required by law and in support of a living wage
- Protection against excessive working hours that exceed local laws or business customs
- Providing a safe and secure working environment
- Respect for employee rights to join labor organizations or not to join labor organizations and to bargain collectively, without intimidation
- Investment in local communities and encouragement of employee volunteerism
- Compliance with all applicable data privacy laws and regulations

Additional information can be found in the Mayco International Code of Conduct.