



The Bay Family of Companies

SUPPLIER CODE OF CONDUCT

Bay Family of Companies (“Bay”) conducts business in accordance with internationally recognized standards of social responsibility. As a key element to these standards, Bay requires that each sub-contractor and supplier (individually a “Supplier” and collectively “Suppliers”) comply with the following code of conduct (“Code”). The principles and values expressed by the Code reflect Bay’s commitment to social responsibility and human dignity.

Labor

- (a) Suppliers must not utilize involuntary labor of any type. This shall include (but not be limited to) modern slavery, servitude, human trafficking, and forced, indentured, or prison labor. Supplier must also not utilize any services or deal with any customers, suppliers, or vendors that it knows (or reasonably should know) utilizes the above.
- (b) Suppliers must not utilize child labor. For purposes of the Code, a “child” will be considered any person younger than (i) fourteen (14) years of age, (ii) the minimum age for completing compulsory education in the country of manufacture, or (iii) the minimum age for employment in such country (whichever is highest).
- (c) Suppliers must treat their employees with respect and dignity. As such, Suppliers shall not subject any employee to physical, sexual, verbal, or other forms of harassment, coercion, or abuse.
- (d) Suppliers shall not subject any employees or applicants for employment to unlawful discrimination.
- (e) Suppliers must pay their employees at least the minimum wage and supply the minimum benefits as required by applicable local laws. Without relevant local laws, Suppliers shall provide minimum wages and benefits consistent with industry practice in their location.
- (f) Suppliers shall comply with all applicable health, safety, and welfare laws, rules, and regulations, and provide a safe working place for their employees. Suppliers must have and implement effective programs to promote the foregoing. Bay encourages proactive safety training and enhancements.

Supplier Expectations

- a) Bay expects suppliers to clearly communicate this Code and any other relevant policies and requirements to their own suppliers and subcontractors. Suppliers must have a record of all subcontractors and ensure they are held to Bay’s standards.
- b) Bay expects suppliers to develop and maintain appropriate management systems to help ensure labor, environmental, and business concerns can be quickly identified, prevented, mitigated, remediated, and reported.