

Laitram, L.L.C. Child and Forced Labor Policy

Guided by the principles in the Laitram Business Philosophy, Laitram, L.L.C. and its subsidiaries (collectively “Laitram”) believe in treating their employees, customers, suppliers and others as we expect to be treated - with respect, honesty, and fairness. To that end, Laitram is committed to a work environment and supply chain that is free from human trafficking, forced labor, and unlawful child labor.

Laitram expects this same commitment from its employees, agents, contractors, vendors, subcontractors, and suppliers when acting within their scope of employment or dealings with Laitram. Laitram will not tolerate or condone the use of slavery, forced, involuntary or coerced labor, child labor, or human trafficking by any employees, agents, contractors, vendors, subcontractors, or suppliers in the operation or support of our business or the manufacture, sale and distribution of our products.

To that end, Laitram will, and as applicable, will require that its employees, agents, contractors, vendors, subcontractors, and suppliers:

- Not use forced or compulsory labor and not engage in any form of human trafficking, whether by force, fraud, or coercion; or any form of involuntary servitude or slavery; or any form of sex trafficking;
- Comply with the minimum age requirements prescribed by applicable laws and to not engage in, or support the use of, child labor;
- Not use any third-party recruitment companies or agencies that charge recruitment fees to employees; and
- Agree to provide return transportation at end of employment to an employee who is relocated by Laitram from their country of origin as a condition of employment.

Failure to comply with this policy will result in disciplinary action up to and including termination of employment for employees or remedial measures up to and including termination of the relationship with Laitram for agents, contractors, vendors, subcontractors and suppliers.

This policy is designed to comply with the Laitram Business Philosophy and applicable laws and regulations. Anyone with knowledge or information regarding a possible violation should report the violation to Laitram’s General Counsel or Human Resources Director.