

## Apriorit LLC Supplier Sustainability Requirements

### Applicable Laws and Regulations:

Compliance with Applicable Laws and Regulations: Contractors and suppliers must comply with all relevant laws and regulations applicable to their employees and agents, including, but not limited to:

- **Fair Labor Standards Act**
- **Title VII of the Civil Rights Act of 1964**
- **Age Discrimination in Employment Act of 1967**
- **Rehabilitation Act of 1973**
- **Immigration Reform and Control Act of 1986**
- **Americans with Disabilities Act of 1990**

**Record Keeping Requirements:** Contractors agree to maintain all necessary records in accordance with applicable laws and regulations. These records must be made available for review by the Company or its auditors upon request during the term of the Agreement and for three years thereafter.

**Responsibility for Accommodation Costs:** Contractors are responsible for covering any costs associated with providing reasonable accommodations to their employees and agents unless otherwise specified in the applicable Statement of Work.

**Notification of Workers' Compensation Claims:** Contractors must promptly notify the Company of the status and management strategies for any Workers' Compensation claims arising on the Company's premises or as a result of work performed on behalf of the Company.

**Compliance with Export Control Laws and Ethical Business Practices:** Contractors and their employees and agents must comply with national and international laws governing export and import control and ethical business practices.

**Compliance with the U.S. Foreign Corrupt Practices Act (FCPA):** Contractors and their employees and agents must adhere to the FCPA and similar laws, which prohibit offering, giving, or promising anything of value to government officials, political parties, or other individuals to assist in obtaining or retaining business.

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***As part of our commitment to sustainability and ethical business practices, Apriorit LLC expects all suppliers to adhere to the following sustainability requirements:***

**Wages and Benefits:** Suppliers must ensure fair and equitable wages and benefits for their employees, in accordance with applicable laws and industry standards.

**Working Hours:** Suppliers must comply with legal regulations regarding working hours and provide employees with reasonable working schedules.

**Ethical Recruiting:** Suppliers should engage in ethical recruiting practices, ensuring equal opportunities for all candidates and refraining from discriminatory practices.

**Non-Discrimination and Harassment:** Suppliers must maintain a work environment free from discrimination, harassment, and any form of unlawful treatment.

**Women's Rights:** Suppliers should uphold and respect women's rights in the workplace, ensuring equal opportunities, fair treatment, and protection from discrimination.

**Diversity, Equity, and Inclusion:** Suppliers are encouraged to promote diversity, equity, and inclusion within their workforce and organizational culture.

**Rights of Minorities and Indigenous Peoples:** Suppliers must respect the rights of minorities and indigenous peoples, including their cultural heritage and land rights.

**Land, Forest, and Water Rights and Forced eviction:** Suppliers must operate in a manner that respects land, forest, and water rights and avoids involvement in forced evictions or land grabs.

**Use of Private or Public Security Forces:** Suppliers should exercise caution when engaging private or public security forces, ensuring that their actions align with human rights principles and legal standards.

**Anti-Corruption and Anti-Money Laundering:** Suppliers must adhere to anti-corruption and anti-money laundering laws and regulations, promoting transparency and integrity in their business dealings.

**Data Protection and Data Security:** Suppliers must prioritize data protection and implement robust data security measures to safeguard sensitive information.

**Financial Responsibility:** Suppliers are expected to maintain accurate financial records and conduct their financial affairs with integrity and transparency.

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**Disclosure of Information:** Suppliers should provide relevant information to Apriorit LLC upon request, ensuring transparency and accountability in their business relationships.

**Fair Competition and Anti-Trust:** Suppliers must adhere to fair competition laws and regulations, promoting healthy competition and refraining from anti-competitive practices.

**Conflicts of Interest:** Suppliers should disclose any potential conflicts of interest and take steps to mitigate them to ensure impartiality and fairness in business dealings.

**Counterfeit Parts:** Suppliers must ensure the authenticity and quality of parts and materials supplied to Apriorit LLC, mitigating the risk of counterfeit products.

**Intellectual Property:** Suppliers must respect intellectual property rights and refrain from unauthorized use or infringement of patents, trademarks, copyrights, or trade secrets.

**Export Controls and Economic Sanctions:** Suppliers must comply with export control laws and economic sanctions, ensuring that products and services supplied to Apriorit LLC do not violate international trade regulations.

**Whistleblowing and Protection Against Retaliation:** Suppliers should establish mechanisms for whistleblowing and protection against retaliation, allowing employees to report unethical behavior without fear of reprisal.

**Greenhouse Gas (GHG) Emissions:** Suppliers are encouraged to measure, monitor, and reduce greenhouse gas emissions associated with their operations and supply chain activities.

**Renewable Energy:** Suppliers are encouraged to transition to renewable energy sources and support initiatives aimed at increasing renewable energy use.

**Decarbonization:** Suppliers should develop decarbonization strategies and take steps to reduce their carbon footprint, contributing to global efforts to combat climate change.

**Water Quality, Consumption, and Management:** Suppliers must manage water resources responsibly, minimizing water consumption, preventing water pollution, and ensuring compliance with water quality standards.

**Air Quality:** Suppliers must take measures to mitigate air pollution and reduce emissions of harmful pollutants from their operations.

**Responsible Chemical Management:** Suppliers must handle and dispose of chemicals responsibly, minimizing environmental impacts and ensuring the safety of employees and communities.

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**Reuse and Recycling:** Suppliers should prioritize waste reduction, reuse, and recycling practices, promoting circular economy principles and minimizing landfill waste.

**Animal Welfare:** Suppliers must ensure that their operations do not contribute to the harm or exploitation of animals, upholding high ethical standards in animal welfare practices.

**Soil Quality:** Suppliers should take measures to preserve soil quality and prevent soil degradation, promoting sustainable land management practices.

**Noise Emissions:** Suppliers must implement noise reduction measures to minimize noise emissions from their operations and mitigate potential impacts on the environment and local communities.

*By adhering to these sustainability requirements, suppliers demonstrate their commitment to ethical, responsible, and sustainable business practices, aligning with Apriorit LLC's values and contributing to a more sustainable future.*