

Quo Vadis Aerospace

Supplier Responsible Labor Policy

Quo Vadis Aerospace is committed to respecting human rights in our global operations and supply chain. This Supplier Responsible Labor Policy sets forth standard to ensure that supplier working conditions are safe and that workers are treated with dignity and respect. These are the standard by which we expect our suppliers to conduct their businesses. *The Responsible Business Alliance Code of Conduct* has served as guidance for this policy. As our partners in business, we expect our suppliers to uphold the requirements set forth in this Supplier Responsible Labor Policy and to ensure these standards are met within their supply chains.

These standards are:

1. Freely Chosen Employment

No forced Labor. All forms of forced labor, including bonded labor, indentured labor, involuntary or exploitative prison labor, slave labor and any form of human trafficking are prohibited. This includes transporting, harboring, recruiting, transferring, or receiving persons by means of threat, force, coercion, abduction or fraud for labor or services. All work must be voluntary, and workers shall be free to leave work at any time or terminate their employment.

Contracts in the Worker's Language. As part of the hiring process, except as required by local law, workers must be provided with a written employment agreement in a language that the worker understands and that contains a description of terms and conditions of employment, and there shall be no substitution or change(s) allowed in the employment agreement unless these changes are made to provide equal or better terms.

No Withholding or Personal Documents. Supplier may not temporarily or permanently hold or otherwise destroy, conceal, confiscate, or deny access by employees to their identity or immigration documents, such as government-issued identification, passports or work permits, unless such holdings are required by law.

No Fees. All costs of recruitment shall be born by the employer, not by the workers. Workers shall not be required to pay employers' or agents' recruitment fees or other related fees for their employment. In the event that a worker has paid any recruitment or other related fees, the employer must compensate the worker in full for the amount of such fees.

No Restrictions of Freedom of Movement. There shall be no unreasonable restrictions on workers' freedom of movement in the facility in addition to unreasonable restrictions on entering or exiting company-provided facilities.

2. Young Workers

The hiring of individuals under the age of fifteen (15) or the local legal minimum working age or under the age for completing compulsory education, whichever is higher, is prohibited. Young workers, being older than the minimum legal age for employment, but less than 18 years of age, may be employed by the company, but shall not perform work which may threatened their health or safety, including night shifts and overtime.

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3. Wages, Benefits and Working Hours

Worker compensation shall comply with local wage laws, including but not limited to minimum wages, overtime hours and legally mandated benefits. For each pay period, workers shall be provided with a timely and understandable wage statement that includes sufficient information to verify accurate compensation for work performed. Disciplinary wage reductions are prohibited. The wage rate for student workers, intern and apprentices shall be at least the same wage rate as other entry-level workers performing equal or similar tasks.

4. Safe and Healthful Working Conditions

Employees must be provided with a safe and healthy work environment which complies with applicable sanitation, safety and health laws, regulations, and company-specific requirements.

- Workers shall be provided with appropriate workplace safety and health information and training in a language and in a manner the worker can understand for all workplace hazards that they may be exposed to, including mechanical, chemical, electrical, fire and physical hazards.
- Health and Safety related information shall be conspicuously posted in a location identifiable and accessible to workers.
- Engineering controls and administrative programs shall be utilized where necessary to ensure the risk of accidents, injury, and exposure to health hazards are minimized. When hazards cannot be controlled by such means, workers shall be provided with and trained on the use of appropriate, well-maintained personal protective equipment (PPE).
- Occupational injuries and illnesses shall be managed and reported in accordance with local requirements and corporate policy.
- Suppliers shall provide workers with ready access to clean toilet facilities, potable water and, where applicable, sanitary food preparation, storage, and eating facilities. Worker dormitories provided by the supplier or a labor agent are to be maintained in a clean and safe manner, and provided with appropriate emergency egress, hot water for bathing and showering, adequate lighting, heat, and ventilation, individually secured accommodations for storing personal and valuable items, and reasonable personal space along with reasonable entry and exit privileges.

5. Human Treatment

There shall be no harsh or inhumane treatment including sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse of workers; nor is there to be the treat of such treatment. Disciplinary policies and procedures in support of these requirements shall be clearly defined and communicated to workers.

6. Non-Harassment

There shall be no type of discrimination or harassment based on race, color, sex, sexual orientation, gender identity, religion, age, national, origin, ancestry, pregnancy, disability, covered veteran statuses, or other status protected by law. We expect a steadfast commitment to equal opportunity and zero-tolerance of discrimination and harassment.

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Reporting Concerns

If you are concerned about a possible violation of this Policy, any other company policy, or any other illegal or unethical conduct by employees, officers, or directors of Quo Vadis Aerospace, you should report your concerns to the Management Representative.

Quo Vadis Aerospace will not permit retaliation of any kind against good faith reports or complaints of violations of this Policy, any other company policy or any other illegal or unethical conduct.