

## HUSCO Code of Basic Working Conditions and Corporate Responsibility

HUSCO International considers its employees to be our most highly valued and important resources. Accordingly, the Company has established policies and guidelines to ensure that its employees throughout the globe be treated with respect, fairness and will be provided safe working conditions that meet or exceed industry standards. The Company's guiding principles, as listed below, are consistent with, and in many instances, derived from the following human rights frameworks and charter:

**The United Nations Global Compact**  
**The United Nations Universal Declaration of Human Rights**  
**The Global Sullivan Principles of Social Responsibility**

The diverse settings in which the Company operates require that a statement of our basic working conditions be general in nature. In certain situations, local legal requirements, labor agreements and other contractual and non-contractual arrangements may modify portions of this Policy Letter. Nevertheless the Company intends this to be an affirmation of basic guiding principles that should serve as the cornerstone of its relationship with employees.

### **CHILD LABOR**

The Company will not use child labor. In no event will the Company employ any person below the age of 16, unless this is part of an authorized job training or apprenticeship/internship program that would be clearly beneficial to the persons participating.

### **COMPENSATION**

The Company will promote our employees' material well-being by providing compensation and benefits that are competitive and comply with applicable law.

### **FORCED LABOR**

The Company will not use forced labor in any form.

### **FREEDOM OF ASSOCIATION**

The Company recognizes and respects its employees' right to associate freely and bargain collectively. The Company will work constructively with recognized employee representatives to promote the interests of its employees. In locations where employees are not represented by unions, the Company will provide opportunities for employee concerns to be heard.

### **HARASSMENT AND DISCRIMINATION**

As more fully provided in the attached policy, the Company will not tolerate harassment or discrimination on the basis of gender, race, color, religion, age, national origin, sexual orientation, disability or veteran status.

### **HEALTH AND SAFETY**

The Company will provide and maintain for all employees a safe and healthy work environment that meets or exceeds applicable standards for occupational safety and health.

### **WORK HOURS**

The Company will comply with applicable laws regulating hours of work.

### **BRIBERY AND CORRUPTION**

As more fully provided in the attached policy, the Company will under no circumstances tolerate the giving or receiving of money, gifts, or favors to influence improperly the behavior of another individual, organization, government employee, politician or government body in furtherance of a commercial or personal advantage. Bribery is never permitted, even in countries or regions where it may appear to be tolerated or condoned.

### **ENVIRONMENT & SUSTAIN ABILITY**

The Company will conduct business in a manner that provides responsibly for the protection of health and the environment. The Company will continue to improve the environmental impact of its operations in the short term, and work toward the implementation of environmentally-sustainable strategies in the long term.

### **RESPONSIBILITY AND IMPLEMENTATION**

The Company encourages businesses throughout our supply chain to adopt and enforce similar policies. Further, the Company will seek to identify and do business with organizations what conduct their businesses to standards that are consistent with this document.

### **REPORTING**

All Company personnel must report known or suspected violations of this document through the established reporting channels. The Company prohibits retaliation against anyone who, in good faith, reports a violation. Violations should be reported to the VP-Human Resources or the most senior ranking local official.