



BIW Human Rights Policy Statement

BI WORLDWIDE (BIW) is committed to maintaining a culture that respects the principles aimed at promoting, protecting, and supporting all recognized human rights. We recognize our responsibility to respect human rights and avoid human rights abuses.

Applicability

BIW's commitment to promoting human rights applies to all persons involved in our operations including, but not limited to, our associates, officers, contractors, leased workers, suppliers, vendors, and customers. In situations where BIW does not have overall control of operations, we will take reasonable steps to ensure that involved parties follow human rights principles like those stated herein.

Purpose

While governments have the primary duty to protect and ensure fulfillment of human rights, BIW believes that respecting human rights is a fundamental value of ours. We strive to respect and promote human rights in our relationships with our Associates, customers, communities, diverse communities, and other business stakeholders.

Policy

Our Associates

BIW believes that Associates should be treated with respect and dignity and work in an environment that is free from harassment and unlawful discrimination. Our commitment to respect human rights in the workplace is manifested in our Code of Conduct, and policies, standards, and practices. These policies and procedures adhere to all domestic laws, and we are committed to core principles including nondiscrimination in the workplace state, among other things, that we value and promote workforce diversity and do not tolerate unlawful discrimination or harassment. We maintain an ethical work environment that reflects our core values, and we provide a safe and secure workplace.

Our Associates have the Fraud, Waste and Abuse Hotline (952-563-2998), through which concerns and questions can be raised and resolved effectively. Associates are encouraged to raise ethics, discrimination, or harassment matters, and to report suspected violations of applicable laws, policies and/or our Code of Conduct. Retaliation for raising concerns in good faith is prohibited and will not be tolerated.

Our Suppliers

BIW strives to respect human rights by encouraging actions that are consistent with the objectives of our Code of Conduct, and by using suppliers whose corporate values are consistent with ours. Specifically, BIW sets expectations of conduct through onboarding and contractual language acknowledgement of BIW's Code of Conduct for Suppliers and Contractors to follow all applicable legal requirements in the areas of Ethics & integrity, data privacy & security, inclusion, diversity & working conditions, and environment. We see relationships with our suppliers as an opportunity to share best practices and to promote continual learning and improvement with respect to human rights.

Our Customers

BIW seeks to do business with customers who share our values with respect to human rights. Through our customer relationships we have an ability to share best practices, which we believe will help further the respect of human rights around the world.

Communities and Stakeholders

BIW recognizes and enthusiastically accepts our responsibility to the communities we serve, through acting as a good neighbor and through involvement and support for community activities. We respect the rights of people in communities in which we operate. We will seek to identify adverse human rights impacts and take appropriate steps to avoid, minimize and/or mitigate them. We will strive to ensure that our communications with governments, regulatory bodies and public authorities are consistent with our human rights commitments as stated herein.

Workplace Security and Healthy Workplace

BIW is fully committed to the health and safety of our work force and to the protection of our environment, and our assets. We will exercise reasonable care in providing each Associate a workplace free of recognized hazards, including violent acts or threats of violent acts against Associates or third parties within our workplaces. We will take reasonable efforts to provide a safe and healthy workplace and comply with applicable safety and health laws and regulations, as well as internal requirements, and will not tolerate violence or threats of violence.

Diversity and Inclusion

BIW values and advances diversity and inclusion in the workplace. The Company is committed to equal opportunity and is intolerant of discrimination and harassment. We work to maintain workplaces that are free from discrimination or harassment on the basis of race, sex, color, national origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, or any other status protected by applicable law, this also includes any form of sexual harassment. Qualifications, performance, skills and experience are the basis for recruitment, hiring, placement, development, training, compensation and advancement at the Company.

Modern slavery / Human Trafficking / Child Labor

BIW does not tolerate slavery, forced labor, or human trafficking in any form. BIW does not tolerate child labor in any form. We act in compliance with all laws regulating minimum working age for each position, including any laws pertaining to the employment, apprenticeships, and internships of youths and students.

Labor Relations

BIW is dedicated to creating a workplace that respects and values all Associates and maintains an environment of open and direct communication. We strive to develop mutually rewarding relationships with Associates through fairness, trust and integrity.

Associate Representation

There are multiple ways that BIW Associates are represented on an ongoing basis. Our HR team holds Social Dialogue events on a regular basis, we have multiple associate resource groups (ARGs), and our leaders and managers maintain a high degree of direct partnership with Associates. In addition, our warehouse team is represented by the Teamsters Union. We respect freedom of association and collective bargaining, without fear of reprisal, intimidation, or harassment.

We will continue to update this policy to stay current with our employee, customer, supplier and other stakeholder input. We invite you to visit our Corporate Social Responsibility page at [Corporate Social Responsibility \(biworldwide.com\)](https://www.biworldwide.com/csr)