**No Inhumane or Severe Treatment Allowed**

COMPANY NAME prohibits forced labor in all its forms, including sexual assault, physical abuse, intimidation, and behaviors that humiliate, degrade, or otherwise indicate a lack of respect for a person's dignity and worth.

**Non-Retaliation Policy**

COMPANY NAME strictly prohibits any form of retaliation against those who, in good faith, file a complaint, raise a concern, provide information, or otherwise cooperate in an investigation or process regarding conduct that reasonably considers violating our Code of Business and Ethical Conduct and company policies.

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| ***Name***  General Manager  Date: MM/DD/YYYY |  |