TRI-STATE Cast Technologies™
PO Box 119, Boyne City, MI 49712
Phone: (231) 582-0452

SUBCONTRACTOR LABOR POLICY

Dear Supplier,

Tri-State Cast Technologies (TSCT) has established a standard of purchasing for its components and services which is consistent with its core values. These core values require respect towards people in their workplace and proper worker policies. It is our policy and standard that this respect shall be expected both within our company and of our chosen suppliers. Below outlines further specific supplier expectations.

We expect our suppliers will seek ways to honor principles of respect and worker dignity as much as possible and act within the accordance of all local laws. In particular, it is TSCT's expectation that all suppliers firmly adhere to the below mentioned standards in all cases:

1. No Forced Labor: Employment should be chosen freely. TSCT will not engage or support supplier use of forced or compulsory labor of any kind. TSCT will avoid working with suppliers that are discovered to be making use of such labor.

2. Child Labor: TSCT respects the rights of children, including the right to education and development. TSCT will therefore not support the use of child labor among its suppliers. The definition of child labor as per the ILO standard will be no regular workers younger than the age of completion of compulsory (required) schooling; and in all cases not less than 14 years of age. In the case local law sets a higher standard; it is our expectation that suppliers comply with local law. Please confirm receipt and adherence to the above policies. If it is known that the above policies are not in compliance, please document the plan to become compliant immediately.

Sincerely,
Tri-State Cast Technologies
Andrew Darien
President
July 2020