

## **Bascom-Turner Modern Slavery Policy Statement**

### **Policy Statement**

Bascom-Turner conforms to all laws and regulations of conditions of employment and pay of employees, including all federal and state requirements dealing with minors and other special classes of disadvantaged employees or potential employees.

Bascom-Turner has zero tolerance of violations of employment law either by its employees or by companies which provide goods and services to Bascom-Turner. Bascom-Turner will not engage in commerce with any company or individual known to engage in forced labor or unfair employment practices.

### **Scope**

All Bascom-Turner employees must comply with this policy in all their business dealings. Any breach may lead to significant disciplinary penalties up to and including dismissal.

### **Responsibility**

This policy applies to all employees of Bascom-Turner. Employees are required to report any breaches of this policy to their supervisor promptly.

**A.C. Makrides**  
**President and CEO**

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