

## Child & Illegal Labor Policy

### Purpose

The purpose of this policy is to address the recruitment and employment practices of Maxam Tire North America Inc. "MTNA" regarding child labor, forced labor, human trafficking, and slavery.

### Guidelines

MTNA is firmly committed to protecting individuals from the exploitations of illegal labor practices such as child labor, forced labor, slavery, and human trafficking; such practices will not be tolerated by MTNA and are strictly prohibited.

MTNA will hold itself accountable to the highest ethical standards and will comply with and exceed all relevant and applicable local and international laws pertaining to illegal labor practices. In doing so, MTNA will not knowingly contract with or carry on a business relationship with any organization or employer that does not adhere to the same standards or is in violation of any relevant or applicable labor laws.

### Compliance

MTNA shall continually monitor its own employment practices as well as those of its partners, vendors, suppliers, agency workers and all others conducting business on behalf of the organization to ensure compliance to ethical employment standards and protocols. To ensure compliance to the standards of this policy MTNA shall conduct periodical audits of its own employment practices as well as those companies the organization contracts with or maintains a business relationship with.

Where a supplier, vendor, agency workers or contractor is found to be in violation of this policy MTNA shall take prompt remedial action in order to address the violation, remedial measures may include termination of the business contract with the organization.

MTNA shall follow the Regulation for Industrial Establishments (R.R.O. 1990, Reg. 851) made under the Occupational Health and Safety Act (OHSA) that sets out minimum-age restrictions for workers covering workplaces to ensure minimum age requirements are met when hiring employee. The company keeps a copy of a and individuals government document(s) to verify the identity of all new hires prior to beginning work.

### About MAXAM Tire

As a major global specialty tire manufacturer and distributor, MAXAM has a strong reputation for market leading quality, reliability and delivered value. Our organization's foundation is centered around world-class engineering practices and the most advanced manufacturing platforms within our industry, ensuring superior product quality.