

PURCHASE ORDER TERMS AND CONDITIONS
FOR
INDIRECT MATERIALS AND SERVICES

These Purchase Order Terms and Conditions (“Terms”) are made and entered into, by and between the entity identified as the buyer on the purchase order to which these Terms relate (hereinafter “Buyer”) and the entity identified as the seller on such purchase order (hereinafter “Seller”). Buyer and Seller may also be referred to as a “Party” or the “Parties”.

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1.0 DEFINITIONS: The following definitions apply unless otherwise specifically stated:

“Goods”: Articles or Service(s) to be provided by Seller as described in an Order;

“Buyer”: The entity issuing the Order;

“Manufacturing Materials”: Supplies, materials, samples, tooling, dies, jigs, fixtures, plans, designs, specifications, software, drawings, technical information, and contract rights;

“Order”: Purchase Order or Change Order issued by Buyer to Seller for Goods or Services;

“Seller”: Person or company providing Goods or Services; and

“Services”: Services to be performed by Seller as described in an Order.

2.0 APPLICABILITY OF TERMS: These Terms shall apply to and form a part of all Orders from Buyer which are accepted by Seller for the acquisition of Goods or Services.

3.0 INCORPORATION/AMENDMENT OF TERMS: All Orders shall be governed by these Terms. These Terms may not be changed, altered, supplemented or added to at any time except by written amendments signed by authorized representatives of Buyer and Seller. Except as provided in these Terms, no unilateral action by either Party may alter these Terms or their applicability to any Orders wherein these Terms have been incorporated.

4.0 SEVERAL LIABILITY: The Buyer, specifically identified on the face of the Order, is severally liable and responsible for its obligations and performance requirements under these Terms.

5.0 ORDERS/CHANGE ORDERS: Each Order shall contain a description of the Goods and Services and identify the specifications, drawings, quantities, prices, delivery schedule, and place of delivery.

6.0 REPAIR ORDERS: Upon Seller’s receipt of Goods for repair/rework, Seller must provide a written estimate and proposed delivery date to Buyer for prior approval of work. No repair/rework shall be commenced without Buyer’s prior written approval.

7.0 TERM: The term of any Order shall be determined by the period of performance as defined by the delivery schedules contained in an Order, as may be modified from time to time as provided in Clause 9.0 (Changes) below.

8.0 TERMS/ACCEPTANCE/MODIFICATIONS: This Order shall be accepted by Seller by shipment of Goods, performance of Services, commencement of work on Goods or Services, written acknowledgement, or any other conduct of Seller which recognizes the existence of a contract pertaining to the subject matter hereof. **NO PURPORTED ACCEPTANCE OF THIS ORDER ON TERMS AND CONDITIONS**

WHICH MODIFY, SUPERSEDE, OR OTHERWISE ALTER THE TERMS AND CONDITIONS HEREOF SHALL BE BINDING UPON BUYER UNLESS THEY ARE ACCEPTED IN WRITING BY AN AUTHORIZED PURCHASING REPRESENTATIVE OF BUYER NOTWITHSTANDING BUYER'S ACCEPTANCE OR PAYMENT FOR ANY SHIPMENT OF GOODS OR SIMILAR ACT OF BUYER.

9.0 CHANGES:

- (A) Buyer may by written notice make changes within the general scope of each Order in any one or more of the following:
 - (i) method of shipment or packing;
 - (ii) place of inspection, delivery or acceptance;
 - (iii) quantity

- (B) Seller shall proceed immediately to perform each Order as changed. If any such change causes a material increase or decrease in the cost of, or the time required for the performance of any part of the work in each Order, except as otherwise provided for in paragraph (C) below, Buyer will make an equitable adjustment in the purchase price or delivery schedule or both. Seller shall provide written notice of its intent to assert a claim within ten (10) calendar days from the date of receipt by Seller of such written notice of change. Seller shall proceed with the change pending resolution of any claim for adjustment. Failure to agree to any adjustment will be resolved in accordance with the "Disputes" clause of the Order. In no event shall any change in price(s) specified in an Order be valid and binding on Buyer unless approved in writing by Buyer's authorized procurement representative.

- (C) Notwithstanding paragraphs (A) and (B) above, Buyer may make changes to each Order delivery schedule without cost impact provided that:
 - (i) Buyer provides a minimum forty-eight (48) hours notice to Seller for any delivery schedule acceleration; and
 - (ii) Buyer provides a minimum forty-eight (48) hours notice to Seller for any delivery schedule deceleration;

- (D) Seller will, at no cost to Buyer, use best efforts to support any changes required by Buyer within the forty-eight (48) hours notice period. Buyer will not hold Seller liable if the Goods are not delivered per the best effort delivery commitments.

- (E) Nothing in this clause shall excuse Seller from proceeding with an Order as changed.

10.0 STOP WORK ORDER:

- (A) Buyer may at any time, by written notice to Seller, require Seller to stop all or any part of the work called for by an Order ("Stop Work Order") for a period of up to one hundred-eighty (180) calendar days or longer if agreed by the Parties after the notice is delivered to Seller. Upon receipt of a Stop Work Order, Seller shall immediately comply with its terms and take all reasonable steps to minimize the incurrence of costs allocable to the work covered by the Order during the period of work stoppage. Within a period of one hundred-eighty (180) days after a Stop Work Order is delivered to Seller, or within any extension of that period to which the parties have agreed, Buyer must either cancel the Stop Work Order, or terminate the work covered

by the Order as provided in the "Termination for Convenience" paragraph of these Terms.

- (B) Seller must resume work upon cancellation or expiration of any Stop Work Order. Buyer and Seller will agree upon a reasonable adjustment in the delivery schedule. In no event will such adjustment exceed the period of time in which the Stop Work Order was in effect. Except as otherwise provided herein, no adjustment in the total Order price will be incurred by issuance of a Stop Work Order.

11.0 TERMINATION FOR CONVENIENCE:

- (A) Notwithstanding any other provision of these Terms, the Buyer may, at any time by written notice, terminate for its convenience the whole or any part of an Order. Upon receipt of such notice, the Seller must immediately cease work, including but not limited to the manufacture and procurement of materials for the fulfillment of the terminated portion of an Order.
- (B) In the event of termination pursuant to Clause 11 (A) above, Buyer and Seller will agree upon an adjustment of the Order price, provided that: (i) such adjustment shall not exceed the Order total price; (ii) except as otherwise provided herein, no amount will be allowed for profit on the terminated portion of the Order, regardless of whether the work on the terminated portion has been performed; (iii) except as otherwise provided herein, in the event of a partial termination no adjustment will be made on the price of the remaining portion of the Order, i.e., that portion which has not been terminated; (iv) the Buyer will pay the Order price for completed Goods delivered and accepted pursuant to paragraph (C) below; (v) the Seller and Buyer will agree on the amount of payment for manufacturing materials delivered and accepted pursuant to paragraph (C) below; (vi) Seller's written intent to file a claim for adjustment is received within twenty-one (21) calendar days from the effective date of termination; (vii) Seller's final claim is received within ninety (90) calendar days from the date that intent to claim is filed. Seller shall have no other remedies after this period; and (viii) Seller must continue the work not terminated.
- (C) If an Order is terminated pursuant to Clause 11 (A) above, the Buyer may require the Seller to transfer the title to, and deliver, as directed by the Buyer, any (i) completed Goods, and (ii) manufacturing materials that the Seller and its subcontractors have specifically produced or acquired for the portion of the Order under notice of Termination for Convenience. Upon direction of the Buyer, the Seller must protect and preserve property in its possession in which Buyer has an interest.

12.0 TERMINATION FOR DEFAULT:

- (A) Buyer, by written notice, may terminate an Order for default in whole or in part, if Seller:
 - (i) fails to comply with any of the terms of the Order;
 - (ii) fails to make progress so as to endanger performance of the Order;
 - (iii) fails to provide adequate assurance of future performance;
 - (iv) files or has filed against it a petition in bankruptcy;
 - (v) becomes insolvent or suffers a material adverse

change in its financial condition; or

(vi) sells or contracts to sell Goods to Buyer that are classified other than as EAR99 under the EAR (as defined in Clause 28 below)

- (B) Upon termination, the Seller will have no claim for further payment other than as provided in this Clause, but will be liable to the Buyer for all direct losses and direct damages which may be suffered by the Buyer by reason of the default, including any increase in the costs incurred by the Buyer in procuring the Goods from another source. Nothing in this Clause affects any obligation of the Buyer under the law to mitigate damages and Seller must proceed with the portion of an Order not terminated under the provisions of this clause.
- (C) If the Order is terminated for default, the Buyer may require the Seller to transfer the title to, and deliver, as directed by the Buyer, any
- (i) completed Goods, and
 - (ii) Manufacturing Materials that the Seller and its subcontractors have specifically produced or acquired for the portion of the Order under notice of Termination for Default. Upon direction of the Buyer, the Seller shall also protect and preserve property in its possession in which the Buyer has an interest.
- (D) The Seller will have no claim for further payment other than as provided in this clause. The Buyer shall pay the Order price for completed Goods delivered and accepted. The Seller and Buyer will agree on the amount of payment for manufacturing materials delivered and accepted. Failure to agree will be a dispute under Clause 32 (Disputes; Governing Law and Venue) below. The Buyer may withhold from these amounts any sum the Buyer determines to be necessary to protect the Buyer against loss because of outstanding liens or claims of former lien holders and Buyer's estimate of excess procurement costs due Buyer.
- (E) The rights and remedies of the Buyer in this clause or in any other clause of these Terms are in addition to any other rights and remedies provided to Buyer by the law.

Termination, whether by convenience or default, shall not relieve Seller of any obligations and liabilities which may have arisen under these Terms prior to such termination, including but not limited to patent infringement, reproduction rights, latent defects, warranty obligations, indemnity and confidentiality provisions.

13.0 FORCE MAJEURE:

- (A) In the event of a Party's failure to meet any of its obligations under an Order, where such failure is the result, in whole or part, of war, riot, insurrection, strike, vandalism, fire, flood, earthquake, accident, storm, epidemic, pandemic, act of God or government, or any other cause beyond such Party's reasonable control (for purposes of this section, a "force majeure event"), such Party's obligations herein shall be suspended to the extent of the force majeure event, except as provided hereafter. The Party declaring a force majeure event shall give notice to the other Party, using the most expedient means available under the circumstances, stating the particulars of the event. The Parties shall use all diligent efforts to promptly resume normal performance hereunder after the occurrence of any force majeure event.

- (B) If the force majeure event continues for longer than thirty (30) calendar days, then the Party not declaring a force majeure event, at its sole option, may terminate an Order in whole or in part without any obligation or liability except for the obligation to make payments for amounts owed prior to force majeure notice receipt.

14.0 QUALITY/QUALITY CONTROL/INSPECTION:

- (A) Seller shall implement and maintain a quality program acceptable to Buyer and in accordance with Buyer's quality and reliability requirements for the goods delivered and services rendered under this Order.
- (B) All Goods are subject to final inspection and acceptance by Buyer at destination, notwithstanding any payment or prior inspection at source. The final inspection will be made within a reasonable time, not to exceed ninety (90) calendar days after receipt of the Goods. Buyer will notify Seller if any Goods delivered hereunder are rejected, and such Goods may be returned to Seller at Seller's risk and expense at Buyer's discretion. Inspection and tests by Buyer do not relieve the Seller of responsibility for defects or other failures to meet Order requirements. Acceptance will not be final with respect to latent defects, fraud, or gross negligence amounting to fraud.
- (C) The Seller shall have an effective program for investigation, corrective action, and follow-up for rejections initiated by the Seller or Buyer. When the Buyer discovers discrepancies for which the Seller is responsible, the Buyer may forward a request for corrective action to the Seller for action and response. The Seller's response must be returned to the Buyer within thirty (30) calendar days, and shall include the causes of the discrepancy(s), the positive corrective action(s) taken to prevent recurrence, and the corrective action effective point by unit serial number or date.

15.0 WARRANTY:

- (A) Seller warrants that all Goods delivered under an Order will be free from defects in design, material and workmanship, will conform to applicable descriptions, specifications and drawings and are suitable for the purpose intended. THIS WARRANTY SHALL BE IN ADDITION TO ALL WARRANTIES ARISING AS A MATTER OF LAW.
- (B) Seller's warranties shall be enforceable by Buyer's customers as well as Buyer and shall be valid for thirty-six (36) months after delivery to Buyer's customers.
- (C) Defective Goods will be returned to Seller at Seller's expense Ex-Works Buyer's facility for repair to like new condition or replacement, at Buyer's option. The repaired or replacement Goods will be returned by Seller, F.O.B. Buyer's facility if the shipment is from one location in the U.S. to another or DDP Buyer's facility if the Goods are shipped internationally, to Buyer within twenty-one (21) calendar days from receipt of the defective Goods by Seller. For valid warranty claims, Buyer may debit Seller's account for actual freight charges incurred both from and to the Buyer. If Buyer finds it impractical to return defective Goods, Buyer may perform necessary repair at its own facility and charge the reasonable cost thereof to Seller.

- (D) The provisions of this Section survive termination or completion of all Orders hereunder.

16.0 INTELLECTUAL PROPERTY RIGHTS & INDEMNITY:

- (A) The Parties agree that any inventions, discoveries, patentable subject matter, copyrightable subject matter, mask works, or similar intellectual property (hereafter collectively referred to as "IP") conceived, invented, reduced to practice, developed, authored or otherwise created by Seller (including without limitation employees of Seller and consultants, subcontractors or others working for or at Seller's direction or request), jointly with Buyer, are included within data, and shall be owned exclusively by Buyer (hereafter "Buyer IP"). Seller further agrees to disclose in writing to Buyer, at Buyer's request, any Buyer IP not otherwise made known to Buyer and, at Buyer's request, to assist Buyer or its attorneys and other representatives in preparing and filing applications to register or issue Buyer IP including without limitations applications for copyright registration and applications for patent. Seller further agrees to make, execute and deliver or cause to be made, executed and delivered, any and all such further documents, instruments, agreements, and assurances, and take all such other actions as may be reasonably necessary or proper to carry out the terms and intent of this Clause, including without limitation any documents necessary or proper to evidence, record, reflect, perfect or exploit Buyer's right, title and interest to such Buyer IP. Seller further agrees not to permit any person to perform work for or at the direction or request of Seller unless such person has a written agreement with Seller consistent with the foregoing and the exclusive rights of Buyer in and to the Buyer IP. Any invention or intellectual property first made or conceived by Seller in the performance of this Order or which is derived from or based on the use of confidential information supplied by Buyer will be considered a "work made for hire" and will be and become the property of Buyer; and Seller shall execute any documents necessary to perfect Buyer's title thereto.
- (B) All drawings, specifications, information and data, if any, furnished or paid for by Buyer, shall be subject to the provisions of Clause 17 (Confidential and Proprietary Information), shall be or remain the property of Buyer and shall be used only in filling Orders for Buyer. Upon completion, termination or cancellation of an Order, Seller shall return all drawings, specifications, information and data to Buyer within thirty (30) days.
- (C) With respect to Goods delivered under an Order, Seller shall save Buyer, its agents, customers, and users of its products harmless from all claims, loss, damage and liability incurred on account of any infringement or alleged infringement of a patent, copyright, or trademark or misappropriation of a trade secret or other violation of an intellectual property right of a third party, arising out of the manufacture, sale, or use of such Goods by Seller, Buyer, Buyer's agents, customers, or users of its products. In the event of any claim that any Goods furnished hereunder infringe any patent, copyright, trademark or similar right Seller may, at its option and expense: (i) procure for Buyer and its customers the right to continue using the Goods, or (ii) replace or modify the Goods so that such Goods are non-infringing. Further, Seller shall at its own expense (including but not limited to the payment of attorneys' fees, court costs and any bond or appeal from any adverse judgment) defend (and in the event of final judgment, award of damages or other monetary relief pay such judgment or award) all

claims, suits and actions against Buyer, its agents, customers or users of its products in which such infringement or other violation of an intellectual property right of any third party is alleged, provided Seller is notified of such claims, suits and actions. This indemnification does not apply to Goods manufactured to detailed designs developed and furnished by Buyer. The provisions of this Section survive termination or completion of all Orders hereunder.

17.0 CONFIDENTIAL AND PROPRIETARY INFORMATION:

- (A) “Confidential Information” means any and all business, technical or third party information (including but not limited to inventions, ideas, trade secrets, marketing plans, financial data, specifications, drawings, sketches, models, samples, computer programs, customer lists, pricing information and other documentation) provided, disclosed or made accessible by one party (“Disclosing Party”) to the other (“Receiving Party”) that is either identified as or would be reasonably understood to be confidential and/or proprietary. Confidential Information does not include information the Receiving Party can clearly establish by written evidence: (1) is or becomes known to the Receiving Party from a third party without an obligation to maintain its confidentiality; (2) is or becomes generally known to the public through no act or omission of the Receiving Party; or (3) is independently developed by the Receiving Party without the use of Confidential Information of the Disclosing Party.
- (B) Except as expressly provided herein, the Receiving Party will (1) not use Confidential Information of the Disclosing Party for any purpose other than fulfilling its obligations under an Order; (2) not disclose Confidential Information of the Disclosing Party to any third Party (including affiliates of itself or of the Disclosing Party) without the prior written consent of the Disclosing Party; (3) not make any copies of Confidential Information of the Disclosing Party without the Disclosing Party’s consent; and (4) protect and treat all Confidential Information of the Disclosing Party with the same degree of care as its uses to protect its own Confidential Information of like importance, but in no event with less than reasonable care. The Receiving Party will only disclose Confidential Information of the Disclosing Party to its employees and/or agents who have a “need to know” for purposes of an Order. The Receiving Party will notify and inform such employees and/or agents of the Receiving Party’s obligations under this Agreement, and the Receiving Party will be responsible for any breach by its employees and/or agents. In the event the Receiving Party is required to disclose Confidential Information of the Disclosing Party pursuant to law, the Receiving Party will notify the Disclosing Party of the required disclosure within sufficient time for the Disclosing Party to seek relief, will cooperate with the Disclosing Party in taking appropriate protective measures, and will make such disclosure in a fashion that maximizes protection of the Confidential Information from further disclosure.
- (C) Upon expiration or termination of this Agreement, the Receiving Party will promptly return to the Disclosing Party, or at the Disclosing Party’s direction destroy, all Confidential Information of the Disclosing Party in whatever format, including notes and reports prepared by the Receiving Party containing or referencing Confidential Information and copies and shall certify the destruction to the Disclosing Party. The obligations of the parties with respect to Confidential Information shall survive the completion or termination of all Orders under these Terms indefinitely.

- (D) Notwithstanding the provisions of this Clause 17 set forth above, Seller agrees to comply with the terms of any non-disclosure agreement (including without limitation any Proprietary Information Exchange Agreement(s)) executed by it and Buyer and to comply with all proprietary information markings and restrictive legends on information provided with respect to any Order by Buyer to Seller.

18.0 BOOKS AND RECORDS: Seller shall provide authorized representatives of Buyer, reasonable access to its books, records and data which will permit the adequate evaluation of cost data, direct materials, labor hours and incorporated rates used to arrive at a price. In addition, any proposals submitted by the Seller, pursuant to the Changes, Termination for Default, or Termination for Convenience clauses must also include sufficient cost data and reasonable access to Seller's books, records and data as indicated herein. At Buyer's request, Seller must provide copies of collective labor agreements, if any, and audited company financial statements.

19.0 PRICES, PAYMENT AND DISCOUNT: Unless specified otherwise in the Order and accepted by Seller, payment by the Buyer will be 2% 15, Net 60 days from the later of the following: (i) the date of acceptance of the Goods or (ii) Buyer's receipt of an acceptable invoice. Any payment discounts will be calculated from the same date. Discount terms must be clearly stated on the face of each invoice.

20.0 INVOICING:

If Orders are submitted via the Ariba electronic ordering system, Seller agrees to accept payment electronically.

If the Order so specifies, Seller agrees to cease the issuance of all paper invoices. In all other cases, separate invoices indicating Order number, line item number(s), quantity, unit price and extended value are required to be submitted by Seller with respect to each Order. On date of shipment(s), Seller shall mail one copy of each invoice indicating the Buyer and accompanied by a copy of the Order to the "Bill To" address specified on the Order.

21.0 PACKING AND SHIPPING:

Seller agrees to comply with the routing instructions referenced on an Order. Failure to adhere to these shipping guidelines will result in Buyer charging back for the applicable freight charge. No variation from the applicable routing requirements shall be permitted unless approved in writing by Buyer's authorized procurement representative. Premium transportation will be paid by Buyer only when specifically authorized in advance of shipment. If delays caused by the Seller result in the need for premium transportation, the additional costs for the premium transportation is the sole responsibility of the Seller. Seller shall not prepay freight for, or insure or declare value of, any shipment made FCA Incoterms 2010 Seller's facility.

- (A) Separate packing lists are required for each Order and must accompany each shipment.

The location of the packing slip must be clearly marked on the container. The complete Order number must appear on all documents.

- (B) Single Good containers will be identified with Order, part number, and quantity. When multiple Orders or Goods are combined in one container, they must be separately packaged inside that container and the packages identified as to Order, part number and quantity.
- (C) All Goods must be suitably packaged and prepared for shipment to withstand normal transportation and stocking functions. Containers must be in compliance with best commercial practices.
- (D) Test reports, x-rays, certificates and other supporting documents must accompany each shipment when required by an Order.
- (E) Seller must not combine shipments destined for different Buyer facilities on the same Bill of Lading or in the same container.
- (F) Goods will be marked in such a manner as to be readily identifiable with the part number reflected on an Order. Kits, assemblies and all parts consisting of multiple Goods must be unit packaged as a complete unit and so identified. If the Good is individually packaged, the package will be so marked. Single Goods too small to be separately identified will be separated into lots and tagged or bagged. Proper markings corresponding to the Order description and part number must be applied to the tags and/or bags for handling and storage purposes. With the exception of Goods classified as EAR99 under the EAR (as defined in Clause 29 below), all packages of Goods and the packing lists relating thereto must be clearly marked with the applicable export control classification(s).
- (G) When required by Buyer, Seller will provide bar-coded shipping labels with each shipment.
- (H) When required by Buyer, each shipment to Buyer the Seller must include on the packing slip a "Statement of Product Conformity". Unless otherwise required by contract, the Seller must include a statement declaring compliance to all requirements specified in applicable standards and/or specification documents. This certification of compliance must be signed by Seller's authorized Quality representative.

22.0 DELIVERY:

- (A) Unless otherwise agreed to in writing on an applicable purchase order or an executed contract between Buyer and Supplier, the shipping terms of all shipments required by the Buyer shall be FCA Incoterms 2010 Supplier's Premises with passage of title and risk of loss occurring upon delivery at the destination stipulated by applicable purchase order.
- (B) If Goods are received more than ten (10) calendar days ahead of specified schedule, Buyer reserves the right to keep the Goods and make payment as if the delivery was made per the specified delivery schedule or return the Goods to Seller at Seller's expense. In the latter case, Buyer shall debit Seller's account for actual freight charges

incurred both from and to Buyer. The delivery dates contained in an Order are the dates that the Goods are required on dock at Buyer's facilities.

- (C) Time is of the essence in performing an Order. Should Seller experience or anticipate any delay in performing an Order, Seller must immediately notify Buyer in writing of such delay, its expected duration and the reasons thereof. Neither such notification nor an acknowledgment by Buyer will constitute a waiver of an Order's specified delivery schedule. The delivery schedule will not be modified unless the parties do so in writing, except as otherwise provided in the Changes clause. Seller shall be liable for any direct damages resulting from a delay in delivery. The use of premium Freight (air or expedited) at Buyer's expense is not an acceptable means of complying with on-time delivery requirements. All Suppliers must notify their Buyer or site contact before shipping ANY Premium Freight Shipment.

23.0 ASSIGNMENT: Neither an Order nor any interest therein nor any claim thereunder shall be assigned by Seller without the prior written consent of Buyer. An assignment without Buyer's written consent is ineffective and void. No such consent shall relieve Seller of its obligations to comply fully with the requirements of an Order. Seller may, however, without Buyer's consent, assign the rights to be paid monies due or to become due to a financing institution if the following conditions are met: (i) Buyer shall continue to have the right to exercise any and all of its rights under, settle any and all claims arising out of, and enter into amendments hereto, without notice to or consent of the assignee; (ii) the entire amount of said monies is assigned to a single assignee and (iii) Buyer is given notice of the assignment and all invoices submitted by Seller contain adequate reference to the assignment. Buyer may assign any Order to any entity which acquires all or substantially all of the business or assets of Buyer or the operation to which such Order relates.

24.0 PUBLIC RELEASE OF MATERIAL: Seller shall not advertise or publicize without Buyer's prior written consent, in any medium, including, without limitation, any print, broadcast, direct mailing, or any internet web site maintained by or for Seller, the fact that Seller is a supplier of products or services to Buyer. Neither Seller nor its subcontractors, suppliers or agents shall without Buyer's prior written consent (i) use Buyer's name, photographs, logos, trademarks, or any other identifying information in any such medium; (ii) use (except to communicate with Buyer or its affiliates) any internet domain names, metatags, or electronic mail addresses containing the Buyer's name, (iii) use the name of any business unit or operation of Greenlee or of any product or service for which Buyer and/or Rigid owns the trademark; or (iv) provide a link to any domain name or internet address registered to Buyer or any of its affiliates. Any use of Buyer's name, marks, codes, photographs, etc., information about these Terms, or work performed under these Terms in any publicity, advertising, or press or news releases requires prior written approval from the applicable Buyer through its Corporate Communications Department.

25.0 SET-OFF AND WITHHOLDING: Buyer has the right of set-off against any payments due or at issue under any Order between Buyer and Seller. Buyer may withhold from payment to Seller in an amount sufficient to reimburse Buyer for any loss, damage, expense, cost or liability relating to Seller's failure to comply with any requirements of an Order.

26.0 COMPLIANCE WITH LAWS:

- (A) Seller agrees to comply with all applicable local, state and federal laws, orders, directives and regulations heretofore or hereafter promulgated including, without limitation, the Fair Labor Standards Act, the regulations and orders of the U.S. Department of Labor, applicable OSHA and EPA requirements, and the U.S. Department of Transportation regulations on hazardous materials. Seller shall not source goods or services in violation of any U.S. trade regulation, nor shall Seller procure goods or services in violation of the Lacey Act (16 U.S.C. §§ 3371–3378).
- (B) Seller represents and warrants that neither it nor any of its sub-tier suppliers will utilize child, slave, prisoner or any other form of forced or involuntary labor or engage in abusive employment or corrupt business practices, in the performance of this Order. At Buyer's request Seller shall certify in writing its compliance with the foregoing.
- (C) Seller warrants that it has not offered or given and will not offer or give to any employee, agent, or representative of Buyer any gratuity or any kickback within the meaning of the Anti-Kickback Act of 1986 with a view toward securing any business from Buyer or influencing such person with respect to the terms, conditions, or performance of any contract with or purchase order from Buyer, nor has Seller engaged in any practice in violation of the Foreign Corrupt Practices Act of 1977. Any breach of this warranty will be a material breach of each and every contract between Buyer and Seller. Seller must have and follow procedures designed to prevent and detect possible violations and must cooperate fully with any Government agency investigating a possible violation. The substance of this clause must be included in all subcontracts issued under an Order.
- (D) Seller agrees to indemnify and hold Buyer harmless and defend it from and against any loss, damage, fine, penalty, demands or expense whatsoever (including attorney's fees and other professional expenses) that Buyer may suffer as a result of or relating to Seller's failure to comply with any of the provisions of this Clause 26.0. The foregoing is in addition to and not in mitigation of any other requirements of this Order.

If Seller fails to comply with the provisions of this Clause 26.0, Buyer may, by written notice to Seller, terminate an Order as upon a default in accordance with the "Termination for Default" paragraphs of these Terms in addition to any other rights or remedies provided by law.

27.0 SECURITY/FOREIGN OBJECT DAMAGE REQUIREMENTS: Performance of Services under an Order may require access to restricted areas within Buyer's facilities. Seller agrees to comply with all security and safety (including foreign object damage - FOD) rules and regulations while conducting business in and around Buyer's facilities or premises. Seller will request written security policies from Buyer, as applicable within thirty (30) days of acceptance of an initial Order by Buyer. Seller agrees to abide by the terms and conditions set forth such security policies and the above referenced documents.

28.0 BUYER EXPORT/IMPORT CONTROLS:

- (A) Seller hereby certifies that it understands its obligations to comply with International Traffic in Arms Regulations ("ITAR") and the Export Administration Regulations

(“EAR”) and their authorizing statutes, (hereinafter the Export Control Laws and Regulations”).

- (B) Seller shall exercise strict control covering the disclosure of and access to export controlled technical data, information and other items received under this Purchase Order in accordance with the Export Control Laws and Regulations. Seller agrees that no export controlled technical data, information or other items provided by Buyer in connection with this Purchase Order shall be provided to any foreign persons or to a foreign entity, including without limitation, a foreign employee or subsidiary of Seller (including those located in the U.S.), without the express written authorization of Buyer and only after Seller has obtained the appropriate export license, technical assistance agreement or other requisite authorization for the export of controlled technical data or items. Seller will consult with Buyer to determine whether the information provided by Buyer is export controlled prior to any release to a third party. Seller will indemnify Buyer for all liabilities, penalties, losses, damages, costs or expenses that may be imposed on or incurred by Buyer in connection with any violations of such laws and regulations by Seller.
- (C) Seller will comply with the instructions or requirements of any attachment to this Purchase Order pertaining to import documentation necessary to comply with U.S. customs regulations.
- (D) Seller agrees, in addition to the above to place the following legend on all export controlled Technical Data obtained, used, generated, or delivered in performance of this Purchase Order: *WARNING—Information Subject to Export Control Laws. This document, or software if applicable, contains information subject to the International Traffic in Arms Regulation (ITAR) or the Export Administration Regulation (EAR) of 1979. This information may not be exported, released, or disclosed to foreign persons, whether within or outside the United States without first complying with the export license requirements of the ITAR and/or the EAR. Include this notice with any reproduced portion of this document.*
- (E) When requested by Buyer’s authorized representative or agent, Seller shall, promptly and without additional cost, furnish Buyer with any documentation, including import certificates or end-user statements from Seller or Seller’s government, which is reasonably necessary to support Buyer’s application for U.S. import or export authorizations.
- (F) Seller shall immediately notify Buyer if it is or becomes listed on any Excluded or Denied Party List of an agency of the U.S. Government or its export privileges are denied, suspended or revoked by the United States Government or the government of Seller.
- (G) Seller agrees that no goods, technology, software or services supplied under this contract or purchase order are sourced from or originate with:
 - 1. a country or government subject to U.S. economic sanctions administered by the U.S. Department of the Treasury or U.S. Department of State (hereinafter “Restricted Country”);
 - 2. a Specially Designated National identified on the U.S. Department of the Treasury’s Specially Designated Nationals List, or any other U.S. government list restricting the acquisition of items from an entity or person located outside or inside

the United States (hereinafter “Restricted National”);

3. an entity or person that is owned or controlled by any Restricted Country or Restricted National; or

4. a restricted country or debarred party under the International Traffic in Arms Regulations or U.S. Department of Defense Federal Acquisition Regulations. The U.S. Government requirements and additional background, including lists of restricted or denied persons referenced in this clause are available at the following web links:

www.treasury.gov/ofac ;

www.pmddtc.state.gov;

www.state.gov/t/isn/c15231.htm

<https://www.bis.doc.gov/index.php/policy-guidance/lists-of-parties-of-concern/denied-persons-list>

and www.sam.gov/portal/public/SAM/.

- (H) If the government of either Party denies, fails to grant, or revokes any import or export authorizations necessary for the performance of this Purchase Order, that Party shall immediately notify the other Party and neither Party shall be responsible for performance or payment under this Purchase Order for directly affected activities.
- (I) Should Seller’s goods or services originate from a foreign location and are subject to the export control laws and regulations of the country in which the goods or services originate, Seller agrees to abide by all applicable export control laws and regulations of that originating country. Seller shall indemnify Buyer for all liabilities, penalties, losses, damages, costs or expenses that may be imposed on or incurred by Buyer in connection with any violations of such laws and regulations by Seller. Seller shall be responsible for complying with any laws or regulations governing the importation of the goods into the United States of America.
- (J) Seller will ensure and certifies that any imported goods including packaging, pallets that include natural harvested products (including but not limited to animal skins, animal products, plant materials, wood and sea life, but excluding common food crops) have been legally harvested under the laws of the country in which they originated in compliance with the U.S. Lacey Act (16 USC 3371 *et seq.*) and associated regulations.
- (K) Seller shall ensure that it prepares and provides a compliant invoice for each shipment to Buyer for Buyer’s use in effecting an import entry declaration with U.S. Customs & Border Protection (CBP). Seller shall further ensure that the invoice contents accurately and completely reflect the transaction subject to this Purchase Order.
- (L) Seller’s Goods and the Goods’ packaging must comply with the European Union directives known as “RoHS” and “REACH” relating to Substances of Very High Concern and Goods and Goods’ packaging may need to comply with other global laws that restrict, regulate or require disclosure of, product content (the “Substance Laws”). Supplier warrants that Goods and Goods’ packaging will comply with RoHS and REACH and all other applicable Substance Laws.

29.0 HAZARDOUS MATERIAL: Seller certifies it is in compliance with all federal, state, provincial and local laws, including but not limited to the U.S. Occupational Safety and Health Act of 1970 (OSHA) and the Canadian Hazardous Products Act as applicable. Furthermore, if the Goods purchased herein are considered toxic or hazardous as defined in the above set regulations, Seller must provide a copy of the Material Safety Data Sheet (MSDS) with each shipment or as otherwise specified on an Order.

30.0 INDEMNIFICATION AND LIMITATION OF LIABILITY: Seller shall defend, hold harmless and unconditionally indemnify Buyer, its directors, officers and employees to the full extent of any liability, loss, cost, claim, action, demand, legal proceeding, judgment, damage or expense including, but not limited to, reasonable attorneys' fees for the defense of all liabilities, costs, claims, damages and expenses by reason of any alleged or actual property damage or personal injury arising out of, as a result of, or in connection with the work performed hereunder due to any act or omission of Seller or its employees, agents, subcontractors, or lower tier subcontractors.

IN NO EVENT WILL BUYER BE LIABLE TO SELLER FOR ANY INDIRECT, INCIDENTAL, CONSEQUENTIAL, SPECIAL OR PUNITIVE DAMAGES ARISING OUT OF OR RELATED TO THE TRANSACTIONS CONTEMPLATED BY THESE TERMS, WHETHER THE CLAIM IS BASED IN TORT (INCLUDING NEGLIGENCE OR STRICT LIABILITY), OR IN CONTRACT, AT LAW OR IN EQUITY, INCLUDING WITHOUT LIMITATION, LOSS OF PROFIT, INCOME OR SAVINGS, EVEN IF ADVISED OF THE POSSIBILITY THEREOF.

The provisions of this Clause survive termination or completion of all Orders hereunder.

31.0 INSURANCE:

- (A) Seller shall maintain and keep in force as long as any Order is in effect and for a period of two (2) years after the termination or expiration of all Orders the following minimum insurance coverage and limits:
- (i) With respect to Orders for Services, Workers' Compensation with Occupational Disease coverage with benefits afforded under the laws of the State or Province in which the Services are performed. Within the United States the Seller's Workers' Compensation insurance policy shall be endorsed to include a waiver of subrogation in favor of Buyer or its agent.
 - (ii) With respect to Orders for Services, Employers' Liability insurance with minimum limits of US\$2,000,000 or equivalent for each occurrence for all persons providing the Services.
 - (iii) Commercial General Liability Insurance (including blanket contractual liability and broad form property damage) with Products Liability & Completed Operations coverage with minimum combined single limit per occurrence of US\$5,000,000 or equivalent. Seller shall have said Commercial General Liability Insurance policy endorsed to name Buyer or its agent as an additional insured.
 - (iv) With respect to Orders for Services, Automobile Liability Insurance with Owned,

Hired and non-Owned coverage with minimum combined single limit of US\$2,000,000 or equivalent per accident for bodily injury and property damage.

- (B) Seller shall have all policies, except Workers' Compensation and Employer's Liability and Automobile Liability Insurance endorsed to name Buyer or its agent as an Additional Insured with respect to Services to be performed by Seller.
- (C) The above insurance coverage shall be primary and non-contributory, regardless of any insurance which may be carried by Buyer or its parent company and shall be procured from companies of recognized financial responsibility with A- VII rating or better, as rated in the A.M. Best Key Rating Guide for Property and Casualty Insurance Companies. On or before the first delivery of Goods or Services, Seller shall provide Buyer or its agent with a certificate of insurance stating the above coverage and limits. The certificate of insurance shall provide that the applicable insurance policy shall not be canceled or amended without thirty (30) days prior written notice to Buyer or its agent.
- (D) Seller's failure to provide the certificate of insurance required under this Clause or failure to adequate insurance protection within fifteen (15) days of receiving a written notice of the inadequacy of insurance coverage shall be deemed a default under the Order.
- (E) Any self-insurance, self-insured retentions, deductibles, and exclusions in coverage in the policies required under the Order to the extent applicable, shall be assumed by, for the account of and at the sole risk of Seller. In no event shall the liability of Seller be limited to the extent of any of the minimum limits of insurance required under these Terms.
- (F) The approval of Seller's insurance policies by Buyer or its agent shall not relieve Seller of any obligations contained herein, including Seller's indemnification and defense obligations set forth in these Terms.
- (G) Certificate(s) of insurance and endorsements are to be mailed to the Buyer's address specified in the Order.

32.0 DISPUTES; GOVERNING LAW AND VENUE:

- (A) Each Order and any subsequent changes thereto shall be governed by and construed in accordance with the laws of the State or Province where Buyer's business unit issuing the Order has its principal place of business, without regard to its conflict of laws principles. Any dispute arising from or relating to any Order which is not resolved amicably shall be solely and exclusively brought in the first instance in the federal court, or if it does not have personal jurisdiction, the state or provincial court of competent jurisdiction located in the State or Province where Buyer's business unit issuing the Order has its principal place of business. The parties hereby submit to the personal jurisdiction of the aforesaid courts and waive any defenses either of them may have based on lack of personal jurisdiction or improper or inconvenient venue or both. Any judgment, order or other action by the cognizant court shall be enforceable by such court and/or any court or tribunal in any jurisdiction in which the losing party or any of its assets are located.

- (B) Pending final resolution of any dispute, the Seller shall proceed diligently with the performance of any Order(s) as directed by the Buyer. If the dispute arises out of a difference in interpretation between the parties as to the performance requirements of an Order, then Seller must continue performance as determined by the Buyer.
- (C) The provisions of this Clause survive termination or completion of all Orders hereunder.
- (D) The parties expressly agree that the provisions of the United Nations Convention on Contracts for the International Sale of Goods, 1980, and any successor thereto, shall not apply to any Order.

33.0 AMENDMENT BY LAW: These Terms shall be deemed to contain all provisions required to be included by any applicable federal (U.S., Canada, other), state, provincial, or local, laws, orders, regulations or directives heretofore or hereafter promulgated without the subsequent amendment of these Terms specifically incorporating such provisions.

34.0 PARTIAL INVALIDITY; WAIVER:

- (A) If any provision of these Terms becomes void or unenforceable, the other provisions shall remain valid and enforceable. Waiver of one or more provisions of these Terms by Buyer shall in no way act as a waiver of any other provision herein.
- (B) No waiver by Buyer of any breach of an Order including these Terms or the granting of an extension for performance thereunder shall be deemed to be a waiver of any other or subsequent breach.

35.0 ORDER OF PRECEDENCE: In the event of any inconsistency among these Terms and any documents incorporated by reference herein, the inconsistency shall be resolved by giving precedence in the following order: (i) these Terms (ii) the Order and any provisions typed on the face of the Order (including the notes thereto), (iii) specifications (iv) drawings; and (v) any other documents/attachments incorporated by reference.

36.0 OUTSOURCING: Notwithstanding any other provision of an Order, Seller may not subcontract or procure from third parties any of the completed or substantially completed Goods described therein without the prior written consent of Buyer.

37.0 ELECTRONIC DATA INTERCHANGE: Buyer and Seller agree that in the event any part of the purchase and sale of Goods covered by these Terms shall hereafter be effected using electronic data interchange, these Terms shall continue to apply thereto.

38.0 DATA FORMAT AND LANGUAGE: The parties agree that these Terms, each Order and any other document referenced herein be drafted in English. Les parties aux présentes ont convenu de rédiger cette entente ainsi que tout document s'y référent, en anglais. All data, correspondence, or any other written communication shall be provided to Buyer in English; and all weights and measurements shall be provided using United States standard weights and measurements.

39.0 ENTIRE TERMS: The Terms stated herein and the terms on the face of an Order or in any attachments thereto and incorporated therein, constitute the entire agreement between Buyer and Seller with respect to the subject matter hereof and are binding on Buyer and Seller, and their respective heirs, devisees, administrators, executors, trustees, receivers, successors and permitted assigns, and supersede all prior representations and understandings, whether oral or written. However, nothing herein is construed as a limitation or exclusion of any right or remedy available to Buyer by law.

40.0 INDEPENDENT CONTRACTOR: Seller is an independent contractor in all its operations and activities under an Order and all personnel furnished by Seller or used by Seller in the performance of an Order are Seller's employees exclusively without any relation whatsoever to Buyer. Seller is responsible for all obligations and reporting requirements covering social security, unemployment insurance, worker's compensation, income tax, and any other reports, payments or deductions required by local, state, or federal law or regulation. Seller is not granted, expressly or impliedly, any right or authority to create any obligation or liability on behalf of or in the name of Buyer.

41.0 FEDERAL PROCUREMENT:

- (A) Buyer is an equal employment opportunity employer and is a federal contractor. Consequently, the parties agree that, to the extent applicable, they will comply with Executive Order 11246, Executive Order 13645 (Employment Eligibility Verification), Executive Order 13496, 29 CFR 471, Appendix A to Subpart A (Employee Rights under the National Labor Relations Act) the Vietnam Era Veterans Readjustment Assistance Act of 1974 as amended by the Jobs for Veterans Act of 2002, 38 U.S.C. 4212 (VEVRAA) and Section 503 of the Vocational Rehabilitation Act of 1973 and also agree that these laws are incorporated herein by this reference.
- (B) **To the extent applicable, the parties shall abide by the requirements of 41 CFR 60-300.5(a). This regulation prohibits discrimination against qualified protected veterans, and requires affirmative action by covered prime contractors and subcontractors to employ and advance in employment qualified protected veterans.**
- (C) **To the extent applicable, the parties shall abide by the requirements of 41 CFR 60-741.5(a). This regulation prohibits discrimination against qualified individuals on the basis of disability, and requires affirmative action by covered prime contractors and subcontractors to employ and advance in employment qualified individuals with disabilities.**
- (D) Reserved
- (E) In the event this Order is for items that are not commercial items as defined in the FAR, and is subject to mandatory provisions required for United States Government Contracts, the same will

be set forth in supplements hereto, will be deemed incorporated herein for all purposes, and will be controlling over any other provisions in this Order.

- (F) For Orders placed in support of Department of Defense prime contracts and for which the stipulation in this Section (F) applies, Seller shall comply with the following DFARS: (i) 252.204-7009 concerning Limitations on the Use or Disclosure of Third-Party Contractor Reported Cyber Incident Information is applicable if Order is for services that include support for the U.S. Government's activities related to safeguarding covered defense information and cyber incident reporting, including subcontracts for commercial items, without alteration, except to identify the parties. If Buyer is subject to any liability or expense, including government withholding of payments, as the result of Seller or its lower-tier sub-contractors' failure to comply with the subject clause and the requirement therein, then Seller agrees to indemnify and hold Buyer harmless to the full extent of any damage or expense resulting from such action. (ii) 252.204-7012 concerning Safeguarding Covered Defense Information and Cyber Incident Reporting is applicable if covered defense information is resident or transiting through Seller's information systems. In reference to the regulation subsection (b)1(ii)(A), Seller shall provide to Buyer a copy of the notification sent to DoD CIO at the time such notification is sent. In reference to the regulation subsection (b)1(ii)(B), Seller shall provide to Buyer a copy of the effective security measures and/or equivalent protections as accepted by DoD CIO at the time such measures are accepted. In reference to the regulation subsection (c)1(ii), Seller shall provide a copy of cyber incident reports to Buyer at the time such incident is reported to DoD CIO. If Buyer is subject to any liability or expense, including government withholding of payments, as the result of Seller or its lower-tier sub-contractors' failure to comply with the subject clause and the requirement therein, then Seller agrees to indemnify and hold Buyer harmless to the full extent of any damage or expense resulting from such action. and (iii) 252.239-7010 concerning Cloud Computing Services is applicable if Seller expects to use, involve or may involve cloud services. In reference to the regulation subsection (i)(1) and (2), "Contracting Officer" shall also mean Buyer. Seller shall provide a copy of the written notification, as described in regulation subsection (j) to Buyer. Seller shall provide to Buyer a copy of the notification from U.S. Government or provide notice to Buyer upon Seller's discovery of a spillage, as described in regulation subsection (k).
- (G) Unless specified otherwise in this Order, the terms as used in the regulations referenced in this Section shall be interpreted as follows: (i) the term "Contractor" shall mean "Seller", (ii) the term "Contract" shall mean "Order", and (iii) the term "subcontractor" shall mean Seller's subcontractors.

42.0 NOTICE: Except as otherwise provided herein, notice required by these Terms shall be given to Buyer at its address set out in the Order as such address may be changed by Buyer upon notice to Seller. Notice to the Seller shall be sent to the address specified in the Order.

43.0 HEADINGS: Section titles and captions contained in these Terms are for reference only and in no way define, limit, extend or describe the scope of these Terms or the intent of any of its provisions.