

Business Ethics Policy – Suppliers and Service Providers

The successful business operation and reputation of Milwaukee Bearing and Machining is built on the principles of fair dealings and ethical conduct of our employees, suppliers, and service providers.

No code of ethics can cover all circumstances or anticipate every situation. The following should serve as a guide. Should a situation arise suppliers and service providers should apply the overall philosophy of the code and review the circumstances with Milwaukee Bearing and Machining. Milwaukee Bearing and Machining reserves discretion in the interpretation, application, and enforcement of this code.

HUMAN RIGHTS AND LABOR PRACTICES

Milwaukee Bearing and Machining strictly prohibits employees, subcontractors and their employees, supplier and other doing business with us to engage in any form of forced labor or human trafficking.

Employment of Minors (MBM Handbook)

In certain instances, individuals under the age of 18 can be employed as a temporary or part-time employee. Minors will have a limited work schedule and be restricted to performing certain tasks in compliance with local, state, and federal regulations

Non-Discrimination and Respect for Employees (MBM Company Policy CP-14)

We will not discriminate against employees for any legally recognized basis (“protected class”) including, but not limited to: veteran status, uniform service member status, race, color, religion, sex, national origin, age, physical or mental disability, genetic information or any other protected class under federal, state or local law.

Unlawful Harassment (MBM Company Policy CP-08)

Milwaukee Bearing and Machining strives to maintain a respectful and harassment -free workplace and strictly forbids sexual and other forms of harassment. This policy applies to all employees and to all third parties such as consultants, vendors, guests, customers, suppliers, and third-party service providers.

Anti-Corruption and Bribery

Corruption and bribery of any form is prohibited, including but not limited to excessive kickbacks, enticement or reward offered, promised, or provided in order to gain any commercial, contractual, regulatory, or business or personal advantage.