

Brady Corporation Policy Against Forced Labor and Human Trafficking

Forced labor and human trafficking are crimes and violations of fundamental human rights. In accordance with various global, regional, country- or state-specific regulations, including the California Transparency in Supply Chains Act of 2010 and the UK Modern Slavery Act of 2015, Brady Corporation is committed to monitoring its supply chain globally to avoid involvement in any kind of forced labor and/or human trafficking and enforcing controls designed to ensure forced labor and human trafficking are not present in our supply chain.

Forced Labor and Human Trafficking

Slavery and human trafficking can occur in many different forms. Throughout this policy we will use the terms “Forced Labor and Human Trafficking” to encompass these various forms of coerced labor.

Forced labor is work or service provided by a person under threat or penalty, where the person has not offered him or herself voluntarily. It includes slavery and abduction, misuse of public and prison works, forced recruitment, forced work to pay off debts and use of domestic workers under forced labor situations.

Human trafficking in persons is the recruitment, transportation, transfer, detention or receipt of persons, by means of the threat or use of force or other coercion, or by abduction, fraud, deception, the abuse of power or of the giving or receiving of payments or benefits to gain the consent of a person having control over another person, for the purpose of exploitation. Exploitation includes forced labor or services, slavery or practices similar to slavery or servitude.

Brady Sites

Brady Corporation prohibits the use of forced labor and human trafficking in the workplace and requires its suppliers to abide by this same standard. No Brady employee may be compelled to work through force or intimidation of any form. Brady shall comply with applicable laws relating to, among other matters, minimum age requirements, wages, overtime/work hour limitations, benefits and health and safety conditions.

Suppliers and Due Diligence

Brady's suppliers are an important part of our success. Brady requires its suppliers, contractors and other business partners to comply with this policy and more generally to uphold high ethical standards. We expect that our suppliers will hold their own suppliers to the same standards.

Suppliers who provide Brady products or services greater than \$500,000 annually are required to certify on an annual basis their conformity with our expectations, as set forth in Exhibit A of this policy. The Certification form is attached as Exhibit B to this policy.

Suppliers must be able to demonstrate compliance with this policy. All suppliers, including those required to certify annually, will be required to comply with the parameters set forth in the Brady Supplier Manual. Failure to comply with this policy may result in the termination of the commercial relationship with the supplier.

Oversight Responsibility

Brady Corporation, through its operations function, is responsible for implementing and enforcing this policy.

Training

Brady provides training regarding the prevention of human trafficking and forced labor for its supply chain employees and managers. We expect our suppliers will do the same, and direct them to resources regarding education and training on the laws with which they need to comply and compliance with this Policy

Employee Responsibility

Brady is committed to the prevention, detection and reporting of forced labor and human trafficking in its business or supply chain. Employees must notify a Policy Support Contact (listed below) if the employee is aware of, or suspects that a violation of this policy has occurred, or may occur in the future.

Policy Support Contacts

The following Brady contacts are available for any questions on the policy or to report policy violations:

- Your manager
- Other managers at your facility
- Regional Supply Chain Manager

Supply Chain Certification Process Forced Labor and Human Trafficking November, 2016

In connection with the Brady Corporation Policy Against Forced Labor and Human Trafficking, Brady requires its suppliers to certify that the use of forced labor and human trafficking are not present within their supply chain.

Brady confirms a supplier's compliance with standards for forced labor and human trafficking through a supplier's certification of compliance. Suppliers who provide Brady goods or services in excess of \$500,000 within a fiscal year are subject to the above-stated annual certification¹.

If a supplier declines to complete the certification of compliance, Brady Corporation demands an immediate response from the supplier. Failure to respond may be grounds for termination of the business relationship.

Brady suppliers are required to agree to our standard terms and conditions of purchase, as well as the Brady Corporation Supplier Manual, both of which require a commitment to comply with this policy.

¹ Based off of similar guidance as outlined by United States Executive Order 13627 section 2 (c2) and the Trafficking in Persons Federal Government Purchasing Policy

Supplier Certification Forced Labor and Human Trafficking

Brady is committed to monitoring its supply chain globally to avoid complicity in forced labor and human trafficking. Brady has established a corporate policy to combat forced labor and human trafficking in its supply chain (our "Policy").

In connection with our Policy, Brady requires suppliers to complete this Forced Labor and Human Certification on an annual basis. We expect each of our suppliers to adhere to high labor and safety standards irrespective of its geography or industry.

1. **Freely Chosen Employment**

Forced, bonded (including debt bondage) or indentured labor, involuntary prison labor, slavery or trafficking of persons shall not to be used. This includes transporting, harboring, recruiting, transferring or receiving vulnerable persons by means of threat, force, coercion, abduction or fraud for the purpose of exploitation. All work must be voluntary and workers shall be free to leave work at any time or terminate their employment.

Workers must not be required to surrender any government-issued identification, passports, or work permits as a condition of employment. All fees charged to workers are disclosed to all workers and are not excessive.

Supplier certifies that it is compliant with the requirements above.

Yes No

2. **Child Labor Avoidance**

Child labor is not to be used in any stage for the supply of goods or services. The term "child" refers to any person under the age of 15 (or 14 where the law of the country permits), or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest.

Workplace apprenticeship programs comply with all laws and regulations. Workers under the age of 18 shall not perform work that is likely to jeopardize the health or safety of young workers. Supplier shall ensure proper management of student workers through proper maintenance of student records, rigorous due diligence of educational partners, and protection of students' rights in accordance with applicable law and regulations. Supplier shall provide appropriate support and training to all student workers.

Supplier certifies that it is compliant with the requirements above.

Yes No

3. Humane Treatment

There is to be no harsh and inhumane treatment including any sexual abuse, corporal punishment, mental or physical coercion or verbal abuse of workers; nor is there to be the threat of any such treatment. Retaliatory measures against employees reporting harassment are prohibited.

Disciplinary policies and procedures in support of these requirements shall be clearly defined and communicated to workers. Disciplinary procedures are in compliance with local law. Only disciplinary procedures communicated to all employees are applied to individual workers.

Supplier certifies that it is compliant with the requirements above.

Yes No

COMPANY NAME:

AUTHORIZED REPRESENTATIVE:

TITLE:

DATE: