

Standard Terms & Conditions of Sale

TERMS & CONDITIONS OF SALE

BUYER'S OFFER RESULTING FROM SENSATA TECHNOLOGIES INC., QUOTATION IS EXPRESSLY CONDITIONED UPON BUYER'S ASSENT TO SENSATA'S STANDARD TERMS AND CONDITIONS OF SALE PRINTED BELOW. ALL ORDERS WILL BE SUBJECT TO THESE STANDARD TERMS AND CONDITIONS OF SALE. ANY MODIFICATIONS TO THESE TERMS AND CONDITIONS OF SALE CONTAINED IN ANY OF BUYER'S SUBSEQUENT DOCUMENTATION, ACCEPTANCE, NEGOTIABLE INSTRUMENT, ACKNOWLEDGEMENT, PURCHASE ORDER, OR ANY OTHER MEANS OF CORRESPONDENCE, ARE HEREBY EXPRESSLY REJECTED. ACCEPTANCE BY BUYER OF ANY GOODS DELIVERED BY SENSATA HEREUNDER OR PAYMENT TO SENSATA FOR ANY GOODS SHALL BE CONCLUSIVELY DEEMED ASSENT TO THE TERMS AND CONDITIONS OF SALE AS SET FORTH HEREIN. SENSATA'S FAILURE TO OBJECT TO PROVISIONS CONTAINED IN ANY COMMUNICATION FROM BUYER WILL NOT BE A WAIVER OF THE PROVISIONS HEREOF.

DEFINITIONS

- 1) "**Agreement**" shall mean a purchase order, supply agreement, quotation, acknowledgements, long term agreements, electronic order, or any other agreement that incorporates or references these Standard Terms and Conditions of Sale.
- 2) "**Affiliate**" means an entity that (i) is controlled directly or indirectly by; (ii) controls directly or indirectly; or (iii) is under common control with Sensata. "Control" for this purpose shall mean having a fifty percent (50%) or greater interest in the issued share capital of the other entity.
- 3) "**Buyer**" means the legal entity purchasing Goods pursuant to the Agreement and Standard Terms and Conditions of Sale.
- 4) "**Confidential Information**" shall mean all of Sensata's proprietary information, whether disclosed in oral, written, or electronic format, which includes but is not limited to, data, financial information, technical information, business strategies, designs, specifications, tests, reports, sample products or materials, manufacturing information, or any other information which Sensata provides to Buyer.
- 5) "**Goods**" shall mean all goods, parts, products, deliverables, items, or services provided by Sensata to Buyer pursuant to the Agreement and Standard Terms and Conditions of Sale.
- 6) "**Sensata**" means Sensata Technologies, Inc., or Affiliate thereof, and any successor or

assignee of Sensata.

GENERAL PROVISIONS

1) Taxes

Prices do not include any taxes, including importation or customs taxes, now or hereafter enacted, applicable to the Goods sold under any applicable Agreement. Taxes will be added by Sensata to the sales price where Sensata invoices the same to comply with law, and will be paid by Buyer unless Buyer provides Sensata with a proper tax exemption certificate. Notwithstanding anything else in the Agreement, in the event a government entity imposes tariffs, duties or taxes on the Goods which were not contemplated by Sensata, then Sensata reserves the right at its sole discretion to pass such additional costs to Buyer.

2) Prices, Releases and Set-off

Prices apply only if the quantity ordered hereunder is released for shipment within twelve (12) months (or longer if mutually agreed to in writing) from the date of Sensata's receipt of Buyer's order. Otherwise, Sensata's standard price in effect at time of release shall apply to quantity shipped and Buyer shall pay the difference in price, if any. Under this provision, Sensata reserves the right, without liability and in addition to other remedies available to it by law, to terminate all or any part of an applicable Agreement. In such event, Buyer is liable for termination charges as set forth in Paragraph 16a.

Buyer shall not be entitled to set-off any amount owed by Sensata, for any reason, at any time, against any amount payable at any time by Buyer in connection with the applicable Agreement, without the prior express written permission of Sensata.

3) Title and Delivery

All shipments of Goods shall be delivered Ex Works (EXW) Sensata's plant, unless otherwise provided in an Agreement. Title, risk of loss, and damage to Goods shall pass to Buyer upon Sensata's delivery of the Goods to Sensata's dock, and any loss or damage thereafter shall not relieve Buyer from any obligation hereunder. Buyer shall be liable for costs of insurance and transportation and for all import duties, taxes and any other expenses incurred or licenses or clearance required at port of entry and destination.

Sensata may deliver Goods in installments. Shipping dates are approximate only. Sensata shall not be liable for any loss or expense, whether by way of contract or tort, (consequential or otherwise) incurred by Buyer if Sensata fails to meet the specified estimated delivery schedule because of unavoidable delays in production or any other delays.

4) Quantities

Any variation in quantities shipped over or under the quantities ordered (not to exceed 10%) shall constitute compliance with Buyer's order and the stated unit price of Goods will continue to apply, subject to the provisions in Paragraph 9.

5) Payment Terms

Terms of payment shall be net thirty (30) days from date of invoice. Where Sensata has extended credit to Buyer, Sensata reserves the right to modify the amount of credit or terms of payment, or revoke Buyer's credit at any time. If the Goods are delivered in installments, Buyer shall pay separately for each installment. Payment shall be made for the Goods without regard to whether Buyer has made or may make any inspection of the Goods. If shipments are delayed

by Buyer beyond the agreed upon delivery date, payments are due thirty (30) days after the previously agreed to delivery date. Any Goods held beyond the agreed to delivery date by Sensata at the request of Buyer, shall be held at Buyer's risk of loss and expense.

6) **Contingencies and Force Majeure**

Sensata shall not be liable for any delay in delivery or for non-delivery, in whole or in part, caused by the occurrence of any contingency beyond the control either of Sensata or Sensata's suppliers, including, but not limited to, war (whether an actual declaration thereof is made or not), sabotage, insurrection, riot, terrorism, both foreign and domestic, or other act of civil disobedience, act of a public enemy, failure or delay in transportation, act of any government or any agency or subdivision thereof, judicial action, labor dispute, accident, fire, explosion, flood, storm or other act of God, shortage of labor, fuel, raw material or machinery or technical failure where Sensata has exercised ordinary care in the prevention thereof. Sensata may allocate production and deliveries among Sensata's customers.

7) **Substitutions and Modifications of Goods**

Unless otherwise expressly agreed to by the parties, Sensata may modify the specifications of Goods or designs and substitute Goods manufactured to such original specifications for those modified Goods which substantially conform to the original specifications contained in the relevant Agreement.

8) **Legal Compliance**

Buyer, at all times, shall comply with all applicable federal, state and local laws and regulations.

9) **Changes**

Any changes or modifications requested by Buyer, to volume, materials, quality, shipping, delivery, scope of work, specifications, etc., must be expressly agreed to in writing by Sensata, and Sensata hereby reserves the right, under its sole discretion, to adjust the price of such Goods affected by Buyer's change request.

10) **Limited Warranty and Remedies**

THE FOLLOWING WARRANTIES ARE IN LIEU OF ANY AND ALL OTHER WARRANTIES WHETHER EXPRESS OR IMPLIED, INCLUDING, BUT NOT LIMITED TO ANY IMPLIED WARRANTY OF MERCHANTABILITY OR FITNESS FOR A PARTICULAR PURPOSE. SENSATA'S SOLE AND EXCLUSIVE LIABILITY FOR ANY BREACH OF WARRANTY SHALL BE (AT SENSATA'S OPTION) TO REPAIR OR REPLACE THE GOODS, OR REFUND OF THE PURCHASE PRICE OF GOODS PAID BY BUYER.

Sensata warrants to Buyer for the Warranty Periods that Goods shall: 1) be free from defects in workmanship and materials; 2) conform to Sensata's written specifications and drawings (subject to Paragraph 7); and (3) that at the time of delivery, Sensata has title to the Goods free and clear of any and all liens and encumbrances (the "Warranty"). The foregoing Warranty can only be amended by a written instrument signed by an officer of Sensata.

Sensata's Warranty shall be for the following periods (collectively the "Warranty Periods"):

For all Goods, other than Interconnection products described below, the Warranty Period shall be eighteen (18) months from the date of shipment or twelve (12) months from the date of resale by Buyer to Buyer's customers, whichever is first to expire.

Interconnection products – the Warranty Period shall be twelve (12) months from the date of shipment or 10,000 cycles, whichever occurs sooner. This includes, without limitation, test sockets and other similar products.

Sensata makes no warranty as to samples, Goods or products that are used in HAST applications (High Accelerated Temperature/Humidity Stress Test), experimental or developmental goods, or goods not manufactured by Sensata, provided that as to goods not manufactured by Sensata, Sensata, to the extent permitted by Sensata's contract with its supplier, shall assign to Buyer any rights Sensata may have under any warranty of the supplier thereof.

Sensata's Warranty and Warranty Periods as hereinabove set forth shall not be enlarged, diminished or affected by, and no obligation or liability shall arise or grow out of Sensata's rendering of technical advice or service in connection with Buyer's order of the Goods subject to these Standard Terms and Conditions of Sale. If the Goods furnished by Sensata fail to conform to the Warranty as set forth above, Sensata's sole and exclusive liability shall be (at Sensata's option) to repair, replace or credit Buyer's account for any such Goods which are returned by Buyer during the applicable Warranty Period, provided that (i) Sensata is promptly notified in writing upon discovery by Buyer that such Goods failed to conform to the Warranty, with a detailed explanation of any alleged nonconformity, (ii) such Goods are returned, at Buyer's expense to Sensata, F.O.B. Sensata's plant, and (iii) Sensata's examination of such Goods shall disclose to Sensata's satisfaction that such alleged nonconformities actually exist and were not caused by accident, misuse, neglect, alteration, improper installation, unauthorized repair, improper testing or by any other means beyond the control of Sensata. If such Goods are determined, in Sensata's sole discretion, to be nonconforming, Sensata shall reimburse Buyer for the transportation charges paid by Buyer for the return of said Goods. If Sensata elects to repair or replace such Goods, Sensata shall have a commercially reasonable time to make such repairs or replace such Goods. If Sensata, in its sole discretion, determines that the alleged nonconformity does not fall within the Warranty as set forth above, Buyer shall reimburse Sensata for all cost associated with Sensata's inspection of the Goods.

11) Indemnity

Buyer agrees to indemnify and hold Sensata, its agents, contractors, consultants, employees, officers, directors, and its insurers harmless from all claims, losses, suits, judgments, awards, costs or expenses whether arising in tort or contract, including Attorney's fees, expenses and costs, arising out of the (i) application of Goods to Buyer's designs and/or products, or Sensata's assistance in the application of Goods, (ii) negligent acts or omissions of Buyer or its employees, or (iii) Buyer's breach of this Agreement.

12) Limitation of Liability

Notwithstanding anything to the contrary contained in the Agreement or any attachments thereto, Sensata's total aggregate liability for any and all claims, costs, expenses, penalties, or damages arising under the Agreement, shall in no event exceed the total purchase price of the Goods giving rise to the claim, received by Sensata under the applicable Agreement (the "Limitation of Liability"). For the sake of clarity, any claims arising from or relating to the Warranty, shall be excluded from the Limitation of Liability and shall be subject to the terms and remedies set forth in Section 10 hereof. FURTHERMORE, IN NO EVENT SHALL

SENSATA BE LIABLE FOR ANY SPECIAL, INDIRECT, PUNITIVE, COLLATERAL, EXEMPLARY, INCIDENTAL, LOSS PROFITS, LOSS OF REVENUE, ECONOMIC LOSSES, OR CONSEQUENTIAL DAMAGES OR LOSSES OF ANY KIND, REGARDLESS OF WHETHER ARISING FROM BREACH OF CONTRACT, WARRANTY, TORT, OR OTHERWISE.

13) Acceptance of Goods

Goods shall be deemed accepted by any of the following actions of the Buyer: (i) the absence of a particularized rejection of the Goods after a reasonable opportunity to inspect the Goods; (ii) where Buyer does any act inconsistent with Sensata's ownership of the Goods; (iii) where Buyer has expressly accepted or paid for the Goods; or (iv) where Buyer has accepted part of the Goods, the acceptance is an acceptance of all the Goods. In the absence of the foregoing, Goods shall be deemed accepted by Buyer thirty (30) days following delivery of the Goods to Buyer.

14) Intellectual Property

The sale of Goods to Buyer under the Agreement shall not grant, convey, or confer upon Buyer or any third party, a license or any right whether express or implied, to Sensata owned patents, trademarks, copyrights, know how, trade secrets, work product, proprietary information, or any other Sensata owned intellectual property.

Sensata shall defend any suit or proceeding brought against Buyer insofar as such suit or proceeding is based on a claim that any Goods directly infringe upon any duly issued United States patent and Sensata shall pay all damages and costs finally awarded therein against Buyer, provided that Sensata is promptly informed and furnished a copy of each communication, notice or other action relating to the alleged infringement and is given authority, information and assistance (at Sensata's expense) necessary to defend or settle said suit or proceeding. Sensata shall not be obligated to defend or be liable for costs and damages if the infringement arises out of compliance with Buyer's specification(s), or from a combination with, in addition to, or a modification of the Goods after delivery by Sensata, or from use of the Goods, or any part thereof. Sensata's obligations hereunder shall not apply to any continued infringement occurring after Buyer has received notice of such suit or proceeding alleging the infringement, unless Sensata has given written permission for such continuing infringement.

If any Goods manufactured and supplied by Sensata to Buyer shall be held to infringe any United States patent and Buyer shall be enjoined from using the same, Sensata will exert its reasonable efforts, at its option and at its expense, (i) to procure for Buyer the right to use such Goods free of any liability for patent infringement or (ii) to replace such Goods with a non-infringing substitute otherwise complying substantially with all requirements of this contract or (iii) refund the purchase price and the transportation costs of such Goods.

If the infringement by Buyer is alleged prior to completion of delivery of the Goods, Sensata may decline to make further shipments without being in breach, and provided Sensata has not been enjoined from selling said Goods to Buyer, Sensata agrees to supply said Goods to Buyer, at Buyer's option, whereupon the patent indemnity obligation stated under this provision with respect to Sensata, shall reciprocally apply to Buyer.

If any suit or proceeding is brought against Sensata based on a claim that the Goods manufactured by Sensata in compliance with Buyer's specifications and supplied to Buyer

directly infringe any duly issued United States patent, then the patent indemnity obligations herein stated with respect to Sensata shall reciprocally apply with respect to Buyer. THE FOREGOING STATES THE SOLE AND EXCLUSIVE LIABILITY OF SENSATA FOR PATENT INFRINGEMENT AND IS IN LIEU OF ALL WARRANTIES, EXPRESS, IMPLIED OR STATUTORY, IN REGARD THERETO.

15) **Confidential Information**

Buyer shall not disclose Confidential Information to any third parties unless Buyer receives Sensata's express written consent to the contrary. Buyer shall use Confidential Information solely for purposes related to the applicable Agreement and for the mutual benefit of the parties. Buyer may only disclose Confidential Information to those employees, directors, or officers of Buyer who have a need to know the Confidential Information for purposes relating to the applicable Agreement. Such employees of Buyer shall be obligated to execute an agreement that requires such person to treat and protect Confidential Information in a manner that is consistent with this provision. Obligations under this provision shall continue until such Confidential Information is publicly known and available through no act or omission of Buyer. Upon termination or expiration of any Agreement subject to these Standard Terms and Conditions of Sale, or upon request of Sensata, Buyer shall destroy or return all Confidential Information to Sensata.

16) **Termination and Cancellation**

Sensata may at any time and upon written notice to Buyer, terminate all or part of the Agreement for its convenience, without any liability whatsoever to Sensata. Buyer shall be liable for all Goods delivered to Buyer prior to the termination of the Agreement.

17) **Non-Waiver of Default and Collection Rights**

In the event of any default by Buyer, Sensata may invoke any remedy provided by law or by the terms herein stated, and may decline to make further shipments. If Sensata elects to continue to make shipments, Sensata's actions shall not constitute a waiver of any default by Buyer or in any way affect Sensata's legal remedies for any such default.

In the event Sensata resorts to a third party or to litigation in order to collect amounts due Sensata, Buyer agrees to pay costs of collection for amount owed to Sensata, including, but not limited to, attorney's fees, court costs, and interest in the amount of 1% per month (12% per annum) or the maximum amount allowed by applicable law, whichever is greater, from the date the amount is due.

18) **Applicable Law and Forum**

The validity, performance and construction of these Standard Terms and Conditions of Sale, as well as all applicable Agreements, shall be governed by the laws of the Commonwealth of Massachusetts excluding its conflict of laws provision and excluding the United Nations Convention on Contracts for the International Sale of Goods, and such Commonwealth shall be the only jurisdiction in which any suit may be brought against Sensata regarding any dispute arising under any Agreement subject to these Standard Terms and Conditions of Sale.

19) **Export Control**

Both parties agree to obtain any necessary export license or other documentation prior to the exportation or re-exportation of any product, technical data, software or software source code covered under these Standard Terms and Conditions of Sale and any applicable Agreement, or

any direct product of such technical data, software or software source. Accordingly, neither party shall sell, export, re-export, transfer, divert or otherwise dispose of any such product, technical data, software or software source code directly or indirectly to any person, firm, entity, country or countries prohibited by U.S. or applicable non-U.S. laws. Each party shall secure, at its own expense, such licenses and export and import documents as are necessary for each respective party to fulfill its obligations under these Standard Terms and Conditions of Sale and any applicable Agreement.

20) Assignment

The rights and obligations under these Standard Terms and Conditions of Sale or under any applicable Agreement shall not be assigned or transferred by the Buyer without the prior written consent of Sensata. Any assignment or attempted assignment, whether by voluntary act or operation of law, shall be null and void, unless it is approved in writing by Sensata.

21) Tools and Dies

All tools and dies, including, without limitation, fixtures, gauges and assembly equipment manufactured or purchased by Sensata under any applicable Agreement will be Sensata's property unless otherwise agreed to in writing by Sensata.

Any tools or dies funded by Buyer and held by Sensata are Buyer's property and shall be held at Buyer's sole risk and expense. Sensata shall not be liable for loss, damage, maintenance, repair or replacement, regardless of cause. If Buyer desires to withdraw such tools and dies from Sensata's plant, and if Sensata consents to Buyer's withdrawal, Buyer will compensate Sensata for any cost owed or incurred with respect to such items, including, without limitation, design and development costs.

22) Severability of Terms

A finding that any phrase, clause or provision of these Standard Terms and Conditions of Sale or any applicable Agreement is invalid or unenforceable in any jurisdiction will not affect the validity or enforceability of any other phrase, clause or provision of these Standard Terms and Conditions of Sale.

23) Release of Information

Buyer shall in no event, without the prior written consent of Sensata, publicly announce or otherwise disclose the existence of any Agreement or any relationship between Buyer and Sensata, or release any publicity regarding the same. This provision shall survive the expiration, termination or cancellation of any applicable Agreement.

24) Modification

NO ADDITION TO, OR MODIFICATION OF ANY PROVISION HEREIN SHALL BE BINDING UPON SENSATA UNLESS MADE IN WRITING AND SIGNED BY A DULY AUTHORIZED REPRESENTATIVE OF SENSATA LOCATED AT SENSATA'S APPROPRIATE ORDER ENTRY LOCATION.

25) Order of Precedence

If there are any inconsistencies or conflicts between the Standard Terms and Conditions of Sale and the terms on any applicable Agreement, precedence shall be given to the Standard Terms and Conditions of Sale unless the parties agree in writing to the contrary.

26) **Validity**

Any failure of Sensata to enforce at any time, or for any period of time, any of the provisions set forth herein, shall not constitute a waiver of such provisions or in any way affect the validity of these Standard Terms and Conditions of Sale.

27) **Compliance with Anti-Corruption and Anti-Bribery Laws**

Buyer represents and warrants to Sensata that:

27.1 Buyer, and to its best knowledge, its partners, officers, directors, employees, agents, and anyone acting on its behalf (collectively, the “Representatives”) are in compliance with all applicable anti-bribery and anti-corruption laws, including the US Foreign Corrupt Practices Act and the UK Bribery Act 2010 (collectively, the “Anti-Bribery Laws”).

27.2 Neither Buyer, nor to its best knowledge, any of its Representatives has, directly or indirectly, offered, paid, promised, or authorized the giving of money or anything of value to any:

- (a) Government Official;
- (b) person or entity; or
- (c) other person or entity while knowing or having reason to believe that some portion or all of the payment or thing of value will be offered, given, or promised, directly or indirectly, to a Government Official or another person or entity;

for the purpose of:

- (d) influencing any act or decision of such Government Official or such person or entity in his/her or its official capacity, including a decision to do, omit, or fail to do any act in violation of his/her or its lawful duties or proper performance of functions; or
- (e) inducing such Government Official or such person or entity to use his/her or its influence or position with any Government Entity or other person or entity to influence any act or decision;

in order to obtain or retain business for, direct business to, or secure an improper advantage for Sensata or Buyer.

27.3 Neither Buyer, nor to its best knowledge, any of its Representatives has a personal, business, or other relationship or association with any Government Official or Close Family Member of any Government Official who may have responsibility for or oversight of any business activities of Buyer, or any of its Subsidiaries, other than any relationships or associations that have been disclosed in writing to Sensata.

27.4 Neither Buyer, nor to its best knowledge, any of its Representatives is or has been the subject of any investigation, inquiry, or enforcement proceeding by any court, governmental, administrative, or regulatory body, or customer regarding any violation or alleged violation of any Anti-Bribery Laws.

27.5 Definitions

(a) “Close Family Member” means (i) the individual’s spouse; (ii) the individual’s and the spouse’s grandparents, parents, siblings, children, nieces, nephews, aunts, uncles, and first cousins; (iii) the spouse of any persons listed in subcategories (i) and (ii); and (iv) any other person who shares the same household with the individual.

(b) “Government Entity” means (i) any national, state, regional, or local government (including, in each case, any agency, department, or subdivision of such government); (ii) any political party; (iii) any entity or business that is owned or controlled by any of those bodies listed in subcategory (i) or (ii); or (iv) any international organization, such as the United Nations or the World Bank.

(c) “Government Official” means (i) any director, officer, employee, agent, or representative (including anyone elected, nominated, or appointed to be a director, officer, employee, agent, or representative) of any Government Entity, or anyone otherwise acting in an official capacity on behalf of a Government Entity; (ii) any political party, political party official, or political party employee; (iii) any candidate for public or political office; (iv) any royal or ruling family member; or (v) any agent or representative of any of those persons listed in subcategories (i) through (iv).

28) **Compliance with Data Protection**

From time to time Sensata may transfer data acquired from Buyer for the purpose of carrying out the performance of an Agreement with any member of its group (which means subsidiaries, ultimate holding company and subsidiaries worldwide). The data collected may be transferred to, and stored at, a destination outside the European Economic Area (“EEA”). It may also be processed by staff operating outside the EEA who work for Sensata. By Buyer submitting data, Buyer agrees to this transfer, storing or processing. Sensata will take reasonable steps necessary to ensure that Buyer’s data is treated securely and in accordance with the practices contained in Regulation (EU) 2016/679

29) **California Proposition 65**

California’s Proposition 65 (“Prop 65”), also known as the Safe Drinking Water and Toxic Enforcement Act, is a Right-To-Know law that mandates warning labels on products sold in California which contain certain chemicals, including heavy metals, known to the state of California as causing cancer, birth defects, or other reproductive harm. SENSATA HEREBY PUTS BUYER ON NOTICE THAT THE GOODS MAY CONTAIN CHEMICALS KNOWN TO THE STATE OF CALIFORNIA TO CAUSE CANCER, BIRTH DEFECTS AND OTHER REPRODUCTIVE HARM. Buyer agrees and acknowledges that it is Buyer’s sole and exclusive responsibility to comply with the warning requirements of California’s Proposition 65 and implementing regulations. Buyer further agrees to label Goods obtained or purchased by Buyer, whether for distribution, resale, use or otherwise, in compliance with Prop 65 and implementing regulations. Buyer agrees to take sole and complete responsibility for any and all claims, damages, losses and expenses resulting from its failure to comply with the warning

requirements set forth in Prop 65. TO THE FULLEST EXTENT PERMITTED BY APPLICABLE LAW, BUYER SHALL INDEMNIFY, DEFEND, AND HOLD HARMLESS SENSATA AND ITS AFFILIATES, AND THEIR OFFICERS, EMPLOYEES, DIRECTORS, SHAREHOLDERS, AGENTS AND SUCCESSORS FROM ANY AND ALL CLAIMS, COSTS, PROCEEDINGS, DEMANDS, LOSSES, DAMAGES, AND EXPENSES (INCLUDING, WITHOUT LIMITATION, ATTORNEY'S FEES AND LEGAL COSTS) OF ANY KIND OR NATURE, RESULTING FROM OR RELATED TO BUYER'S ACTUAL OR ALLEGED FAILURE TO COMPLY WITH THE WARNING REQUIREMENTS SET FORTH IN PROP 65. BUYER'S ACCEPTANCE OF THE GOODS CONSTITUTES AN EXPRESS ACKNOWLEDGEMENT AND ACCEPTANCE OF THIS SECTION 29.

30) Affirmative Action

Buyer and any of its subcontractors shall abide by the requirements of 41 CFR §§ 60-1.4(a), 60-300.5(a) and 60-741.5(a) as applicable. These regulations prohibit discrimination against qualified individuals based on their status as protected veterans or individuals with disabilities, and prohibit discrimination against all individuals based on their race, color, religion, sex, sexual orientation, gender identity or national origin. Moreover, these regulations require that covered prime contractors and subcontractors take affirmative action to employ and advance in employment individuals without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, protected veteran status or disability.