



LABOR AND HUMAN RIGHTS POLICY

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Applies To: All TTI, Inc. ("Company") locations

Created By: Human Resources
Approved By: Senior Staff
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SCOPE: At TTI, Inc., we are committed to conducting business with integrity, honesty and fairness. This Labor and Human Rights Policy ("Policy") applies to TTI, Inc. and TTI's subsidiaries referred to as the TTI Family of Specialists (FOS) (collectively "the Company"). TTI expects our third-party agents such as business partners, suppliers, sub-contractors, consultants, and their workers (collectively referred to as "Third Parties") to adhere to all applicable labor and human rights laws and standards.

PURPOSE: To define the labor and human rights standards for the Company setting forth compliance requirements applicable to all workers and entities doing business with or on behalf of the Company. This Policy is in addition to the compliance requirements in the Company's Global Code of Conduct, Supplier Code of Conduct, Supplier Requirements Manual and Berkshire Hathaway's Code of Conduct. The Company respects labor and human rights standards, laws and regulations applicable to where we operate. In addition to our policies, procedures and practices, we recognize the principles of ISO 26000, the International Labor Organization (ILO) and the United Nations Global Compact (UNGC).

SUMMARY: The Company conducts global business in a manner that respects labor and human rights. The Company supports internal efforts to promote and protect human rights, including efforts to eradicate slavery, forced labor, child labor, discrimination, employing underage children, human trafficking, and any form of punishment and abuse. Management is accountable for appropriately training and documenting the training of personnel.

POLICY: The Company respects labor and human rights recognizing the civil and political rights to which all human beings are entitled economically, socially, and culturally.

The Company recognizes that governments have the primary responsibility to promote and protect labor and human rights. The Company will comply with the laws of governments and regulatory agencies to support and respect labor and human rights within our sphere of influence defined within Core Procedure 60 – Sustainability Management System.

The Company will not tolerate labor and human rights abuses and will not engage or be complicit in any activity that solicits or encourages such abuse. The Company will strive to build trust, deliver mutual advantage, and demonstrate respect for human dignity and rights in all relationships it enters, including respect for cultures, customs and values of individuals and groups. The Company will ensure that all labor and human rights matters are considered and supported in our operations and administrative matters are consistent with the Company's stakeholders' best interests.

This Policy is focused on, but is not limited to, the following existing and emerging standards and expectations of our stakeholders:

