



January 1, 2026

To Whom It May Concern:

Larsen & Shaw, Inc. is unwavering in its commitment to conducting business ethically and with integrity on a global scale. Our dedication extends to treating all individuals with dignity and respect, abiding by applicable laws, regulations, and international treaties. We firmly oppose any form of illegal child labor, forced labor, coercion, fraud, deception, or abuse of power to exploit people.

Our pledge to uphold human rights aligns with international principles outlined in various frameworks such as the OECD Guidelines for Multinational Enterprises, the UN Declaration of Human Rights, the Trafficking Victims Protection Act, the UK Modern Slavery Act of 2015, and the California Supply Chain Transparency Act. These principles are integrated into our corporate policies and our Code of Conduct.

We ensure compliance with employment laws in every country of operation and expect the same from our business partners. This commitment is transparently communicated through our website, which features this Policy and Statement, along with our Purchase Order Terms and Conditions. These documents articulate our standards for public awareness and signify the expectations we hold for all stakeholders.

Furthermore, we have established a comprehensive Supplier Code of Conduct applicable to vendors, contractors, and service providers. We anticipate all entities associated with us to adhere to these standards. In forthcoming supply agreements, we will explicitly require suppliers to affirm their commitment to complying with our Supplier Code.

Regards,

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