



April 30, 2019

Attn: Marvair Supplier

Re: Supplier Code of Conduct

Dear Mr./Mrs. ,

Marvair is committed to sustainability. This includes respect for universally recognised principles on human rights including labor rights, the environment, and anti-corruption.

The Marvair Supplier Code of Conduct (the "Supplier Code") documents the principles, guidelines and expectations for establishing and maintaining a business relationship with Marvair. Marvair is committed to partnerships with Suppliers that share the Marvair dedication to conducting business in a legal, ethical, and socially responsible manner. As an organization engaging a global supply base, Marvair understands that there are cultural differences among our Suppliers, however, the Supplier Code contains universal principles and it is expected that all Marvair suppliers meet these standards.

The Supplier Code of Conduct applies to any employee, agent, or other representative of a company, corporation or other entity that provides any goods or services on behalf of, at the request of, or in connection with work completed for, Marvair.

Compliance with this Supplier Code is subject to an audit at the discretion of Marvair.

Therefore, we seek to ensure that our own company and our suppliers operate in accordance with the requirements in our Supplier Code of Conduct stated below.

1. **Human Rights / Labor and Employment Laws** - Suppliers must be committed to and have respect for the protection and preservation of human rights. While it is the responsibility of each Supplier to define its own policy and approach to the issue of human rights, Suppliers' values and business principles must be consistent with that of Marvair and the United Nations Universal Declaration of Human Rights.

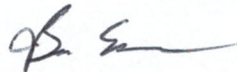
Suppliers are expected to comply with applicable international and local legal requirements in their countries of operation.

2. **Forced Labor** - Suppliers will not use forced labor, whether in the form of prison labor, indentured labor, bonded labor, or otherwise.
3. **Child Labor** - Suppliers will not use child labor. Suppliers are required to comply with applicable child labor laws and employ only workers who meet the applicable minimum legal age requirement in their countries of operation.
4. **Compensation and Working Hours & Conditions** - Suppliers are required to comply with all applicable wage and hour labor laws and employee compensation and working hours in their countries of operation.

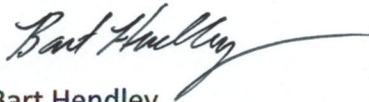
Please confirm your acceptance and adherence to this Code of Conduct. If you have any questions, please contact Marvair.



Chris McBride
President



Ben Eavenson
Controller



Bart Hendley
Vice President – Operations



Thompson Matambo
Vice President - Engineering



Ralph Breisch
Vice President – Sales and Marketing