



BOYD GROUP SERVICES INC. BUSINESS PARTNER CODE OF CONDUCT

Scope

This Business Partner Code of Conduct ("Business Partner Code") applies to those who are under contract with Boyd Group Services Inc., its subsidiaries, affiliates, partnerships, joint ventures (collectively the "Company" or "Boyd") to provide goods and/or services to Boyd.

This policy complements and incorporates the expectations for Business Partners set forth in the [Company's Human Rights Statement](#) and [Code of Business Conduct and Ethics](#).

The expectations in this Business Partner Code are in addition to the Business Partner obligations enumerated in the respective contracts individual Business Partners have with Boyd. This Business Partner Code is in no way intended to conflict with or modify the terms and conditions of any existing contract between Boyd and a Business Partner.

Boyd's Expectations of Business Partners

When conducting business with Boyd, Business Partners are expected to adhere to the following principles:

1. Maintain awareness of and comply with all applicable laws and regulations of the countries in which they operate.
2. Avoid improper payments to third parties in order to gain any commercial advantage.
3. Avoid real or perceived conflicts of interest when working with employees of Boyd Group or any of its entities.
4. Strive to eliminate forced labor, child labor, and discrimination in the workplace.
5. Comply with applicable wage, work hours, overtime and benefits laws.
6. Respect principles of freedom of association and the right to collective bargaining in accordance with applicable law and practice.
7. Work to establish safe and healthy working conditions.
8. Comply with all applicable environmental laws and regulations.
9. Commensurate with the size and nature of the Business Partner's operations, support compliance with the Business Partner Code by establishing appropriate management processes.
10. Any questions regarding this Business Partner Code should be directed to Boyd's Procurement Department at: procurement@boydgroup.com
11. Boyd reserves the right to terminate any agreement with any supplier that cannot demonstrate compliance with the Supplier Code.