



sparton

SPARTON CORPORATION

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SEGMENTS

ENGINEERED COMPONENTS & PRODUCTS

MANUFACTURING & DESIGN SERVICES

## Sparton Purchase Order Terms and Conditions

**Compliance:** Supplier will implement this Contract in compliance with all applicable federal and state laws, regulations, ordinances, permits and orders regarding labeling, environmental, health, safety, child welfare, nondiscrimination, wage & hour and other workplace laws and regulation. Further, Supplier will obtain all necessary permits and approvals and give all stipulations, certifications and representations that may be required for it to perform this Contract. Unless this contract is exempted by regulations of the Secretary of Labor, the Equal Employment Opportunity Clause required under Executive Order 11246 regarding nondiscrimination and affirmative action on the basis of race/ethnicity and gender, the affirmative action commitment for disabled veterans and other protected veterans, set forth in 41 CFR 60-300.5, the affirmative action clause for disabled workers, set forth in 41 CFR 60-741.5, and the related regulations of the Secretary of Labor, 41 CFR Chapter 60, are incorporated by reference in this contract. **This contractor and subcontractor shall abide by the requirements of 41 CFR 60-741.5(a) and 41 CFR 60-300.5(a). These regulation prohibit discrimination against qualified individuals on the basis of disability (60-741.5(a)) and protected veteran status (41 CFR 60-300.5(a)), and require affirmative action by covered prime contractors and subcontractors to employ and advance in employment qualified individuals with disabilities and qualified protected veterans.** By accepting this contract, supplier certifies that it complies with the authorities cited above, and that it does not maintain segregated facilities or permit its employees to perform services at locations where segregated facilities are maintained, as required by 41CFR 60-1.8. If applicable, Supplier shall comply with any notice requirements under Executive Order 13496 (29 CFR part 471.2(d)).