



**TERMS AND CONDITIONS
FOR
CONTRACTED SERVICES**
(Paragraphs 1 through 31 inclusive)
Effective April 3, 2020

1. DEFINITIONS

The following definitions apply unless otherwise specifically stated:

- (a) "DSSA's Procurement Representative" means the DSSA official who is authorized to act on behalf of DSSA. Unless otherwise expressly set forth in this Order, DSSA's Procurement Representative is the person who signs this Order on behalf of DSSA.
- (b) "Seller" means the legal entity contracting with DSSA.
- (c) "This Order" means this contractual instrument, including all changes and modifications thereto.

2. CONTRACT

This Order is a contract. The provisions of this Order constitute the complete and exclusive agreement between the parties and supersede all previous communications, representations, or agreements, whether oral or written, between the parties hereto with respect to the subject matter hereof. No agreement or understanding varying or extending the terms or conditions of this Order will be binding on DSSA unless in writing, signed by DSSA's Procurement Representative. Seller will be deemed to have accepted this Order by whichever of the following occurs first, unless the method of acceptance is expressly provided for elsewhere in this Order: (1) Seller's written acknowledgment that it accepts the terms and conditions of this Order; (2) commencement of performance by Seller; or (3) delivery in whole or in part of the supplies or services called for hereunder. Seller may not accept this Order through an acknowledgment that contains terms and conditions that are inconsistent with the terms and conditions in this Order and no condition stated by Seller in its acknowledgment of this Order shall be binding upon DSSA if it conflicts with or is inconsistent with any of the provisions or terms and conditions of this Order.

3. ORDER OF PRECEDENCE

Conflicting provisions hereof, if any, shall prevail in the following descending order of precedence: (1) typed provisions on the face of this Order; (2) attachments to this Order; (3) the printed portion of this Order, including these terms and conditions; and (4) specifications and other documents, other than these terms and conditions, attached or incorporated by reference. DSSA's specification, however incorporated, shall prevail over any subsidiary documents or exhibits referenced therein. Seller shall not use any specification(s) in lieu of those incorporated in this Order without the written consent of DSSA's Procurement Representative.

4. CHANGES

- (a) DSSA may at any time, by prior written notice and without notice to sureties or assignees, make changes within the scope of this Order in any one or more of the following: (i) drawings, designs or specifications; (ii) method of shipping or packing; (iii) place of inspection, acceptance or point of delivery; (iv) delivery schedule; (v) services to be provided; and (v) the Terms and Conditions hereof.
- (b) If any such change causes an increase or decrease in the cost of or the time required for, performance of any part of this Order, DSSA shall make an equitable adjustment in the Order price and/or delivery schedule, and modify the Order accordingly. Changes to the delivery schedule will be subject to a price adjustment only.
- (c) Any claim for an equitable adjustment by Seller must be submitted in writing to DSSA within 30 days from the date of notice of the change, unless the parties agree in writing to a longer period.

(d) Failure to agree to any adjustment shall be resolved in accordance with the "Disputes" clause of this Order. However, nothing contained in this "Changes" clause shall relieve Seller from proceeding without delay in the performance of this Order as changed.

(e) Equitable adjustment means an increase or decrease in the cost of performing this Order, plus an adjustment to profit thereon and excludes any incidental or consequential damages.

5. CONTRACT DIRECTION

(a) All inquiries, including technical inquiries and correspondence regarding this Order, shall be directed to the attention of DSSA's Procurement Representative.

(b) Only DSSA's Procurement Representative has authority to make changes in or amendments to this Order. Such changes or amendments must be in writing.

(c) DSSA engineering and technical personnel may from time to time render assistance or give technical advice or discuss or effect an exchange of information with Seller's personnel concerning the work hereunder. Such actions shall not be deemed to be a change under the "Changes" clause of this Order and shall not be the basis for equitable adjustment. If at any time Seller believes that such an exchange of information requires a change or modification to this Order, it shall promptly so notify DSSA's Procurement Representative in writing.

(d) Except as otherwise provided herein, all notices to be furnished by Seller shall be sent to DSSA's Procurement Representative.

6. DEFAULT

(a) DSSA, by written notice to Seller, may terminate this Order for default, in whole or in part, if Seller fails to comply with any of the terms of this Order, fails to make progress so as to endanger performance of this Order, or fails to provide adequate assurance of future performance. Seller shall have ten (10) days (or such longer period as DSSA may authorize in writing) to cure any such failure after receipt of notice from DSSA; provided, however that a cure notice is not required in the event Seller fails to meet the delivery schedule.

(b) DSSA shall not be liable for any work not accepted; however, DSSA may require Seller to deliver to DSSA any supplies and materials, manufacturing materials, and manufacturing drawings that Seller has specifically produced or acquired for the terminated portion of this Order. DSSA and Seller shall agree on the amount of payment for these other deliverables.

(c) The rights and remedies of DSSA in this clause are in addition to any other rights and remedies provided by law, in equity, or under this Order.

(d) Seller shall continue to perform all work not terminated.

(e) If after a termination for default, it is later determined that Seller was not in default, Seller agrees that the termination shall be deemed to have been a Termination for Convenience and Seller's sole and exclusive remedy shall be determined pursuant to the Termination for Convenience Clause.



DAICEL SAFETY SYSTEMS AMERICAS, INC.
(DSSA)



7. TERMINATION FOR CONVENIENCE

DSSA may terminate this order in whole or in part at any time and for any reason by notice to Seller in writing. On receipt by Seller of such notice, Seller shall to the extent specified therein, stop work hereunder; and stop the placement of subcontracts, terminate work under subcontracts outstanding hereunder, and take any necessary action to protect property in Seller's possession in which DSSA has or may acquire an interest. In such event, DSSA shall pay to Seller, without duplication: (1) the amounts due for supplies delivered and accepted or services completed in accordance herewith prior to the effective date of termination; plus (2) actual out-of-pocket costs incurred by Seller in performing the terminated portion of the contract, provided such costs are properly allocable or apportionable thereto under generally accepted accounting practices. Such termination claim shall be submitted to DSSA within sixty (60) days after the effective date of the termination and any suit to enforce such a termination claim must be commenced within one (1) year of DSSA giving written notice of termination. The remedies provided herein to Seller for such a termination are the exclusive remedies of the Seller.

8. FURNISHED PROPERTY

(a) If provided for elsewhere in this Order, DSSA may provide to Seller property owned by DSSA ("Furnished Property"). Furnished Property shall be used only for the performance of this Order.

(b) Title to Furnished Property shall remain in DSSA. Seller shall clearly mark (if not so marked) all Furnished Property to show its ownership and shall otherwise comply with the Government Property clause incorporated by reference in this Order.

(c) Except for reasonable wear and tear, Seller shall be responsible for, and shall promptly notify DSSA of, any loss or damage to Furnished Property. Without additional charge, Seller shall manage, maintain, and preserve Furnished Property in accordance with terms set forth elsewhere in this order, or absent such terms, good commercial practice.

(d) At DSSA's request, and/or upon completion of this Order Seller shall submit, in an acceptable form, inventory lists of Furnished Property and shall deliver or make such other disposal as may be directed by DSSA.

9. GRATUITIES/KICKBACKS

No gratuities (in the form of entertainment, gifts or otherwise) or kickbacks shall be offered or given by Seller, to any employee of DSSA with a view toward securing favorable treatment as a supplier.

10. INDEPENDENT CONTRACTOR RELATIONSHIP

Seller is an independent contractor in all its operations and activities hereunder. The employees used by Seller to perform work under this Order shall be Seller's employees exclusively without any relation whatsoever to DSSA.

11. HAZARDOUS MATERIALS IDENTIFICATION AND MATERIAL SAFETY DATA

(a) Hazardous material includes any material defined as hazardous under the latest version of Federal Standard No. 313 (including revisions adopted during the term of this Order). Prior to Seller's acceptance of this Order, it shall furnish to DSSA's Procurement Representative a copy of OSHA Form 20 or 174, Material Safety Data Sheet. If for any reason beyond Seller's control, the MSDS/SDS has not been furnished prior to award it shall be furnished promptly after acceptance of this Order. In no event shall Seller ship any hazardous materials as defined by Federal Standard No. 313A unless no later than seven days prior to such shipment Seller shall have mailed one copy of OSHA Form 20 or 174, Material Safety Data Sheet, to:

DAICEL SAFETY SYSTEMS AMERICAS, INC.
3431 N. Reseda Circle
Mesa, AZ 85215
Attention: Vice President of Safety

(b) Seller shall provide to DSSA an OSHA Form 20 or 174 for each hazardous material being shipped. OSHA Form 20 or 174 shall include DSSA stock number or the material specification number as defined in this Order. The packaging, labeling, and shipping of all Hazardous Materials must conform with all current federal and state laws and regulations. In addition to application of proper shipping labels on the outside container, each container of Hazardous Materials shall be marked with the appropriate precautionary label according to the Code of Federal Regulations. Any failure to comply with the above submission requirement shall be grounds for withholding payments due Seller hereunder or terminating this order for default.

12. ENVIRONMENTAL, OCCUPATIONAL, HEALTH, AND SAFETY PROTECTION PLANS

By accepting this Order, Seller hereby warrants to DSSA that (a) all materials and/or products supplied to DSSA hereunder, and (b) all manufacturing and producing phases utilized by Seller in the production, and/or assembly of the supplies and/or services rendered and/or to be delivered to DSSA hereunder, are in compliance with all local, state, and federal environmental protection and occupational, health and safety laws and regulations, including without limitation laws and regulations pertaining to electrical, electromagnetic devices, and process safety requirements. No approval of Seller's facilities and/or production methods by DSSA shall in any way nullify or modify the obligation of Seller to comply with all local, state, and federal environmental protection and occupational, health and safety laws and regulations, including without limitation laws and regulations pertaining to electrical, electromagnetic devices and process safety management.

13. INVOICES AND PAYMENT

Seller shall prepare at time of shipment or service performed an invoice for the work performed. Payment terms shall be net 30 days from receipt of Seller's invoice, unless otherwise stipulated by DSSA. Seller shall be paid the price stipulated herein for supplies delivered and accepted, less applicable deductions if any. For purposes of invoice payment, the effective date of the invoice shall be construed to be the date of receipt of goods at DSSA (or such other destination as designated in the Order), or the date of receipt by DSSA of Seller's correct invoice, whichever occurs later. For purposes of taking any prompt payment discount, payment is deemed to be made on the date DSSA mails payment, first class postage pre-paid, to Seller. DSSA may at its option, make payment to Seller prior to the delivery and/or acceptance of supplies and/or services.

14. WARRANTY

In addition to all other warranties expressed or implied in law, Seller warrants that the items delivered hereunder will conform to all applicable specifications, drawings, samples, symbols or other descriptions furnished by DSSA and will be merchantable, of good material and workmanship and free from defects. In case any such item shall be defective or otherwise not in conformity herewith, at DSSA's sole option and in addition to all other remedies of DSSA, including those set forth in section 16, Seller shall either credit DSSA for any such nonconformity or defects or, at Seller's expense, replace, repair, or correct any such article. Seller agrees to make all corrections to the satisfaction of DSSA, at DSSA's sole option. This warranty shall survive acceptance and shall inure to the benefit of DSSA, its successors, assigns, customers and users of its products. This warranty is in addition to, and not in lieu of, DSSA's right to revoke acceptance as provided for in Section 15, below.



15. INSPECTION, ACCEPTANCE AND TITLE PASSAGE

- (a) Final inspection and acceptance of items delivered hereunder shall be made after delivery at the DSSA designated point, notwithstanding any prior payment or inspection. DSSA may reject any shipment containing supplies that fail to conform to the requirements of the Order.
- (b) Unless provided elsewhere in this Order, title to all supplies and/or work provided under this Order shall vest in DSSA at the designated point referenced elsewhere in this Order; provided, however, that in the event the supplies and/or work are subsequently rejected by DSSA title will revert immediately to Seller.
- (c) During performance of this Order, Seller's quality control or inspection system and manufacturing processes are subject to review, verification, and analysis by DSSA officials so designated by DSSA's Procurement Representative and/or by DSSA's Quality Assurance Representatives.
- (d) Seller shall maintain quality control, inspection and manufacturing record keeping systems acceptable to DSSA.
- (e) Inspections and/or tests by DSSA shall not relieve the Seller of responsibility for defects or other failures to meet the requirements of this Order.
- (f) Acceptance by DSSA shall not be final if DSSA notifies Seller that it is accepting the goods under a reservation of rights, both parties recognizing that it may not be practicable for DSSA to reject an entire shipment containing defective supplies. Any such reservation of rights is at the sole discretion of DSSA. Acceptance also will not be final with respect to any supplies containing latent defects, accepted as a result of fraud or gross mistakes amounting to fraud, or as otherwise expressly provided in this Order.

16. HOLD HARMLESS – WORK ON DSSA PREMISES

In the event the Seller, its agents, and/or employees are required to perform this Order or any part thereof on the premises of DSSA (including any premises, under DSSA's control or responsibility), Seller agrees to save harmless and defend DSSA from and against any and all claims, demands, actions, debts, liabilities, judgments, costs, and attorneys' fees arising out of claims on account of, or in any manner predicated upon loss of, or damage to the property of, the injuries to, or the death of, any or all persons whatsoever (including employees of Seller), in any manner caused or contributed to by Seller, its agents or employees while in, upon, or about DSSA's premises and to indemnify and save DSSA harmless, from and on account of damages or liability of any kind which DSSA may suffer as a result of the acts of any of Seller's agents or employees in or about the area involved. DSSA reserves the right to participate in the defense of any such suit without relieving Seller of any obligation hereunder. Seller shall not employ, or engage, in the performance of the work any person unfit or unskilled in the work assigned to it. The foregoing obligations of Seller shall not apply to any such loss, damage, injury or death proximately and solely caused by the negligent acts or omissions of DSSA or its employees.

17. INSURANCE REQUIREMENTS

Seller shall obtain and present evidence acceptable to DSSA of insurance coverage for the goods and/or services covered by this Order in amounts at least equal to the minimums described below. Such insurance shall provide that 1) no cancellation or material changes in the policies shall become effective, except should any of the above described policies be cancelled before the expiration date thereof, notice will be delivered to DSSA in accordance with the policy provisions, and that 2) DSSA shall be named as an additional insured on coverage's (a) thru (c) below. As respects policies under (a) below, the insurance carrier must agree in writing to waive its right to subrogation. Seller shall maintain all required coverage's in effect throughout the term of this Order. Seller shall furnish to DSSA certificates evidencing all required coverage's and stating the expiration for each coverage. Seller shall likewise furnish to DSSA certificates evidencing all required renewals of coverage. The

minimum insurance that Seller must maintain (unless lower coverage is approved in writing by DSSA's authorized representative) are:

- (a) Worker's Compensation insurance, including Employer's Liability-- \$1,000,000;
- (b) Comprehensive General Liability insurance--\$1,000,000 combined single limit for bodily injury and property damage, including owner's and contractor's protective coverage, contractual liability coverage and products/completed operations coverage;
- (c) Comprehensive Automobile Liability insurance covering all owned, hired, and non-owned vehicles--\$1,000,000 combined single limit for bodily injury and property damage;
- (d) Cross Liability. The insurances to be provided pursuant to (b) and (c) shall apply in respect to any claims or action brought against any one insured by any other insured. The policies shall protect each insured in the same manner and to the same extent as though a separate policy had been issued to each, but nothing herein shall operate to increase the insurer's liability as set forth elsewhere in this policy beyond the amount or amounts for which the insurer would be liable if there had been only one insured.

18. FINANCIAL RESPONSIBILITY

- (a) Prior to commencing work under this Order, Seller shall furnish such financial data and related information as may be required by DSSA to permit a determination of financial capability and responsibility under this Order.
- (b) At no increase in Order price, during the process of work under this Order, Seller shall submit such interim financial data as may be requested by DSSA to determine continuing financial capability and responsibility.

19. TITLE TO DRAWINGS AND SPECIFICATIONS

As between Seller and DSSA, DSSA shall at all times have title to all drawings and specifications furnished by DSSA to Seller and intended for use in connection with this Order. Seller shall use such drawings and specifications only in connection with this Order and shall not disclose such drawings and specifications to any person, firm, or corporation other than DSSA, Seller's employees or subcontractors to whom disclosure is necessary in order to perform this Order. Seller shall, upon the request of DSSA's Procurement Representative or upon completion of this Order, promptly return all drawings and specifications to DSSA.

20. ASSIGNMENT AND SUBCONTRACTING

- (a) Neither this Order nor any interest herein may be assigned, in whole or in part without the prior written consent of the other party except that without securing such consent, either party shall have the right to assign this Order to any successor of such party by way of merger or consolidation or the acquisition of substantially all of the business and assets of the assigning party relating to the subject matter of this Order, provided that such successor shall expressly assume all of the obligations and liabilities of the assigning party under this Order, and provided further that the assigning party shall remain liable and responsible for the performance and observance of all such obligations.
- (b) Notwithstanding the foregoing any amounts due or to become due hereunder may be assigned by Seller provided that such assignment shall not be binding upon DSSA unless and until the written assignment agreement is received and acknowledged in writing by DSSA's Procurement Representative.
- (c) Neither all nor substantially all of this Order may be subcontracted by Seller without the prior written consent of DSSA.

21. TAXES

Except as may be otherwise provided in this Order, the price or prices charged DSSA for the supplies and/or services purchased hereunder include all applicable federal, state, foreign country or local taxes and duties.



22. RELEASE OF NEWS INFORMATION

Seller shall not, without prior written consent of DSSA's Procurement Representative, make any news release or public announcement relating to the subject matter of this Order.

23. PACKING, MARKING AND SHIPPING

Seller shall pack, mark, and ship all goods and supplies in accordance with the requirements of this Order so as to be in compliance with transportation regulations and good commercial practice for protection and shipment. No separate or additional charge is payable by DSSA for containers, crating, boxing, bundling, dunnage, drainage, or storage unless specifically stated in this Order. Seller shall forward to DSSA, with invoice, the express receipt or bill of lading, signed by the carrier evidencing the fact that the shipment was made.

24. DISPUTES

(a) All disputes arising under or relating to this Order which are not resolved by mutual agreement shall be decided as provided for herein. Until final resolution of any dispute hereunder, Seller shall diligently proceed with the performance of this Order as directed by DSSA's Procurement Representative in accordance with the provisions of this Order. Seller shall submit to DSSA in writing any and all claims relating to this Order, setting forth the full factual and legal bases supporting the claim. DSSA shall respond to Seller's claim within 60 days following receipt unless DSSA determines that additional time is necessary and notifies Seller when a decision shall be made.

(b) Seller agrees that it will not file suit until DSSA has issued a decision on Seller's claim and/or any alternative dispute resolution as set forth in paragraph (b) above, has been concluded.

25. CHOICE OF LAW AND FORUM

This Order shall be governed by the law of the State of Arizona without reference to its choice or conflict of laws principles. Seller irrevocably submits to the jurisdiction of the state or federal courts located in Maricopa County, Arizona, and agrees that any cause of action arising out of this Order may be heard only in such state or federal courts. Seller waives the right to a trial by jury.

26. INTELLECTUAL PROPERTY

Seller shall, at its expense, indemnify, hold harmless and defend DSSA, its officers, directors, employees, customers and all persons claiming under DSSA, against any suit or suits for the infringement of any patent, copyrights, trademarks, and shall indemnify the aforesaid parties against all damages, costs and expenses arising therefrom by reasons of the manufacture, sale or the normal and intended use of the articles covered by this Order. DSSA agrees to give Seller prompt notice in writing of any suit for infringement and such opportunity as is afforded by applicable laws, rules or regulations to participate in the defense thereof.

27. INDEMNIFICATION

Seller shall defend, indemnify and hold harmless DSSA against any and all damages, claims, liabilities and expenses (including attorneys' fees) arising out of or resulting in any way from any defect in the goods or services purchased hereunder, or from any act or omission of Seller, its agents, employees or subcontractors in connection with this Order. This indemnification provision shall be in addition to the warranty obligations of Seller.

28. NOTICES

Unless otherwise provided for herein, all notices required or permitted to be given under this Order shall be given in writing, and shall be deemed to have been delivered when personally delivered or five days after mailing to the address on the face of this Order by U.S. registered or certified mail, postage prepaid, with return receipt requested. Notices to DSSA must be addressed by name to DSSA's Procurement Representative.

29. WAIVER

Any term or condition of this Order may be waived at any time by the party entitled to have the benefit thereof, but such waiver shall only be effective if evidenced by a writing signed by such party, and a waiver on one occasion shall not be deemed to be a waiver of the same or any other type of breach or other failure to comply on a future occasion. No failure or delay by a party hereto in exercising any right or power hereunder shall operate as a waiver thereof nor shall any single or partial exercise thereof preclude any other or further exercise thereof or the exercise of any other right or power.

30. SEVERABILITY

If any provision of this Order is held to be unenforceable, (a) this Order shall be considered divisible, (b) such provision shall be deemed inoperative to the extent it is deemed unenforceable, and (c) in all other respects this Order shall remain in full force and effect; provided, however, that if any such provision may be made enforceable by limitation thereof, then such provision shall be deemed to be so limited and shall be enforceable to the maximum extent permitted by applicable law.

31. REMEDIES

The remedies provided to DSSA, whether set forth herein or included in the clauses incorporated herein by reference, are cumulative and DSSA may invoke the rights under any one of the clauses incorporated herein even if such rights are in addition to or at variance with any provision set forth herein. All rights and remedies so provided to DSSA are in addition to any other rights or remedies available at law or in equity.