



Human Rights Policy

Respect for human rights is a fundamental value of Bish's. We are committed to supporting, respecting, and protecting human rights in our relationships with our employees, suppliers, and business partners.

Bish's is committed to following all United States Federal, State of Utah, and Local laws and regulations regarding Human Rights & Labor Laws and we expect the same of our customers and suppliers.

Child Labor

Bish's is committed to the abolition of child labor within its sphere of influence. Bish's prohibit the hiring of individuals under 18 years of age for positions in which hazardous work is required.

Forced Labor

Bish's will not use, be knowingly complicit in, or knowingly benefit from the use of forced or involuntary labor whether bonded, imprisoned, or indentured, including debt servitude and human trafficking.

Bish's requires that all members of a supplier's workforce understand the terms of their employment, and prohibits suppliers from withholding or destroying employee identity or immigration documents, passports or work permits.

Fair Compensation

Bish's complies with United States Federal & State of Utah laws regarding: minimum wage, payment of wages, work hours, overtime, and benefits. Bish's is committed to providing benefits and compensating employees equitably and competitively relative to the industry.

Freedom of Association and Collective Bargaining

Bish's follows the laws and regulations of the State of Utah. Utah Code Chapter 34: Utah Right to Work Laws (https://le.utah.gov/xcode/Title34/Chapter34/C34-34_1800010118000101.pdf) in regards to Freedom of Association & Collective Bargaining.

Utah Code Section 34-34-7:

It shall be unlawful for any employer, person, firm, association, corporation, employee, labor union, labor organization or any other type of association, officer or agent of such, or member of same, to compel or force, or to attempt to compel or force, any person to join or refrain from joining any labor union, labor organization or any other type of association



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Utah Code Section 34-34-16 states:

Nothing in this chapter shall be construed to deny the right of employees to bargain collectively with their employer by and through labor unions, labor organizations or any other type of associations.

Anti-Discrimination and Harassment

Bish's is committed to a work environment free from discrimination, harassment, and retaliation, and to providing equal employment opportunities to all applicants and employees regardless of race, color, religion, gender, age, national origin, ethnicity, marital status, sexual orientation, gender identity or expression, disability, or military status.

Bish's, along with our customers and suppliers, must strive to:

- Provide equal employment opportunities to all applicants and employees.
- Maintain a workplace free from harassment or discrimination toward employees, applicants for employment, customers, or any other individuals who visit or conduct business with Bish's.
- Provide reasonable accommodations to a qualified employee or applicant with a disability, to a pregnant employee or applicant, or to an employee or applicant for their sincerely held religious beliefs or practices, where the reasonable accommodation would enable the employee or applicant to perform the essential functions of their job or to have an equal opportunity to be considered for a job.

Diversity, Equity and Inclusion

Bish's provides each employee with respect and the opportunity to grow and contribute at their greatest potential regardless of race, color, religion, gender, age, national origin, ethnicity, marital status, sexual orientation, gender identity or expression, disability, or military status.