

BOYD GROUP SERVICES INC. HUMAN RIGHTS STATEMENT

Scope

This Statement applies to Boyd Group Services Inc., its subsidiaries, affiliates, partnerships, joint ventures (collectively the “Company”) and to such entities’ shareholders, directors, officers, employees and agents (“Company Representatives”).

It sets forth the Company’s commitment to respect human rights in the Company’s operations.

This Statement complements the Boyd Group Services Inc. Code of Business Conduct and Ethics, and other applicable policies.

Human Rights Policy Statement

The Company is committed to respecting the recognized human rights principles aimed at promoting and protecting human rights in the countries in which we operate.

Although this statement is uniquely our own, in its development, we considered principles described in the United Nations Guiding Principles on Business and Human Rights, the Universal Declaration of Human Rights, and the International Labor Organization’s 1998 Declaration on Fundamental Principles and Rights at Work.

Consistent with the principles set forth in the Boyd Group Services Inc. Code of Business Conduct and Ethics, we:

- strive to eliminate forced labor, child labor, and discrimination in the workplace;
- work to establish safe and healthy working conditions;
- value diversity as part of our business strategy;
- seek to compensate employees competitively and to comply with applicable wage, work hours, overtime and benefits laws;
- respect principles of freedom of association and the right to collective bargaining in accordance with applicable law and practice; and
- strive to play a positive role in advancing responsible and sustainable development, and improving standards of living.

We believe the best way to fulfill our commitment to respect human rights is to build a culture of trust and respect throughout our organization. We seek to achieve this in many different ways, and are continuously looking for ways to improve on our efforts.

We work hard to make the Company an outstanding employer and corporate citizen, and encourage dialogue and engagement throughout our organization with internal and external stakeholders.

We recognize that governments are ultimately responsible for establishing the legal framework to protect human rights within their jurisdictions. Central to our commitment to respect for human rights is our compliance with this legal framework, where applicable. We expect our business partners to share the same commitment.

Our Business Partners

We have a large and diverse network of suppliers, vendors, customers, and other business partners, and recognize the roles they play in helping us fulfill the objectives to which we aspire through this policy.

Recognizing that each entity in that network should seek to undertake its own efforts to address human rights issues, we support their own efforts on this subject.

Operationalizing These Commitments

As part of our commitment to respect human rights, we have undertaken to establish internal and external mechanisms to help identify, address and mitigate potential adverse human rights impacts that may be caused by our actions. Many of these mechanisms already exist and are integrated into our operations through established policies on a variety of topics such as conduct, ethics, sourcing, and safety, which include, but are not limited to the following:

- Code of Business Conduct and Ethics
- Non-Discrimination Policy
- Diversity Policy
- Occupational Health and Safety Policy
- Anti-Corruption Policy
- Our various policies and procedures that cover our employment relationships

We strive to review the operationalization of this statement with a goal toward the continuous improvement of our ability to fulfill our commitments.

Our Human Resources Department is responsible for coordinating the operationalization of our commitments across the Company.

Stakeholder Engagement

Consistent with our commitment to dialogue and engagement, we consult with relevant internal and external stakeholders to understand human rights-related concerns and issues, and to assess and escalate them as appropriate.

Reporting Issues Related To Our Commitment To Respect Human Rights

This Statement complements the Boyd Group Services Inc. Reporting and Anti-Retaliation policy available here: <https://www.boydgroup.com/corporate/corporate->

[sustainability](#), which sets forth the Company's clear policy on reporting illegal or unethical behavior, including adverse human rights impacts, and protection against retaliation for making such reports.

Contact Information

Employees can submit questions about this policy or report matters to the Company as follows:

By email:

- chro@boydgroup.com to reach a Human Resources representative, or
- legal@boydgroup.com to reach our In-House Counsel

By regular mail:

Boyd Group Services Inc.
1745 Ellice Ave
Winnipeg, MB R3H 1A6
Canada

This policy has been adopted on and made effective as of January 1, 2020.