

For Apple Subcontractors

The following provisions are required by each State listed here. These provisions are incorporated into any and all agreements currently existing between Apple Inc and your company. By entering into an agreement with Apple Inc, your company acknowledges and consents to the applicable provisions contained herein. It is the sole responsibility of your company to comply with the appropriate requirements. If you have any questions or concerns, please send an email detailing your concern to contracts@apple.com.

Connecticut

State of CT Non-Discrimination Provision

1. The Provider agrees and warrants that in the performance of the Agreement, the Provider will not discriminate or permit discrimination against any person or group of persons on the grounds of sexual orientation, in any manner prohibited by the laws of the United States or of the State of Connecticut, and that employees are treated when employed without regard to their sexual orientation;
2. The Provider agrees and warrants that in the performance of the Agreement, the Provider will not discriminate or permit discrimination against any person or group of persons on the grounds of race, color, religious creed, age, marital status, national origin, ancestry, sex, mental retardation or physical disability, including, but not limited to, blindness, unless it is shown by Provider that such disability prevents performance of the work involved, in any manner prohibited by the laws of the United States or of the State of Connecticut. The Provider further agrees to take affirmative action to insure that applicants with job-related qualifications are employed and that employees are treated when employed without regard to their race, color, religious creed, age, marital status, national origin, ancestry, sex, mental retardation, or physical disability, including, but not limited to, blindness, unless it is shown by Provider that such disability prevents performance of the work involved;
3. The Provider agrees, in all solicitations or advertisements for employees placed by or on behalf of the Provider, to state that it is an “equal opportunity employer” in accordance with regulations adopted by the Commission of Human Rights and Opportunities (“Commission”);
4. The Provider agrees to provide each labor union or representative of workers with which Provider has a collective bargaining agreement or other Agreement or understanding, and each vendor with which Provider

US State Specific Requirements

has an Agreement or understanding, a notice to be provided by the Commission advising the labor union or workers' representative of the Provider's commitments under this section, and to post copies of the notice in conspicuous places available to employees and applicants for employment;

5. The Provider agrees to comply with each provision of this section and Connecticut General Statutes §§ 46a-68e and 46a-68f and with each regulation or relevant order issued by said Commission pursuant to Connecticut General Statutes §§ 46a-56, 46a-68e and 46a-68f;
6. The Provider agrees to provide the Commission with such information requested by the Commission, and permit access to pertinent books, records and accounts, concerning the employment practices and procedures of the Provider as relate to the provisions of this section and Connecticut General Statutes § 46a-56. If the Agreement is a public works Agreement, the Provider agrees and warrants that it will make good faith efforts to employ minority business enterprises as subcontractors and suppliers of materials on such public works project.

Illinois

CERTIFICATION REGARDING LOBBYING – CONTRACTS, GRANTS, LOANS AND COOPERATIVE AGREEMENTS

The Provider certifies, to the best of his or her knowledge and belief, that:

(1) No Federal appropriated funds have been paid or will be paid, by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of any agency, Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with the awarding of any Federal contract, the making of any Federal grant, the making of any Federal loan, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment or modification of any Federal contract, grant, loan or cooperative agreement;

(2) If any funds other than Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this Federal contract, grant, loan, or cooperative agreement, the Provider shall complete and submit Standard Form-LLL, "Disclosure Form to Report Lobbying," in accordance with its instructions;

(3) The Provider shall require that the language of this certification be included in the award documents for all subawards at all tiers (including subcontracts, subgrants, and

US State Specific Requirements

contracts under grants, loans, and cooperative agreements) and that all subrecipients shall certify and disclose accordingly.

This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into. Submission of this certification is a prerequisite for making or entering into this transaction imposed by section 1352, title 31, U.S. Code. Any person who fails to file the required certification shall be subject to a civil penalty of not less than \$10,000 and not more than \$100,000 for each such failure.

Provider agrees and warrants it shall submit all necessary certifications to the relevant authorities as required by Section 1352, title 31, U.S.Code.

Maryland

Supplier affirms that it will not knowingly employ an individual to work at a school if the individual is a Registered Sexual Offender, pursuant to section 11-722 (C) of the Criminal Procedure Article of the Annotate Code of Maryland. Additionally, Supplier will also affirm that the contractors, sub-contractors, and service providers they bring as resources to the District will comply with this law. A firm or person who violates this section is guilty of a misdemeanor and on conviction is subject to imprisonment not exceeding 5 years or a fine not exceeding \$5,000 or both.

Virginia

State of VA Drug-Free Workplace Provision

Pursuant to § 2.2-4312 of the *Code of Virginia*, if the contract is for a sum in excess of \$10,000.00, then: During the performance of this contract, the Provider agrees to (i) provide a drug-free workplace for the Provider's employees; (ii) post in conspicuous places, available to employees and applicants for employment, a statement notifying employees that the unlawful manufacture, sale, distribution, dispensation, possession, or use of a controlled substance or marijuana is prohibited in the Provider's workplace and specifying the actions that will be taken against employees for violations of such prohibition; (iii) state in all solicitations or advertisements for employees placed by or on behalf of the Provider that the Provider maintains a drug-free workplace; and (iv) include the provisions of the foregoing clauses in every subcontract or purchase order over \$10,000.00, so that the provisions will be binding upon each subcontractor or vendor.

US State Specific Requirements

“Drug-free workplace” means a site for the performance of work done in connection with a specific contract awarded to a contractor in accordance with the Virginia Public Procurement Act. §2.2-4300 *et. seq.*, the employees of whom are prohibited from engaging in the unlawful manufacture, sale, distribution, dispensation, possession or use of any controlled substance or marijuana during the performance of the contract.

State of VA Non-Discrimination Provision

Pursuant to § 2.2-4311 of the Code of Virginia, if the Agreement is for a sum in excess of \$10,000.00, then during its performance, the Provider agrees as follows:

- (a) Provider will not discriminate against any employee or applicant for employment because of race, religion, color, sex or national origin, except where religion, sex or national origin is a bona fide occupational qualification reasonably necessary to the normal operation of the contractor. Provider agrees to post in conspicuous places, available to employees and applicants for employment, notices setting forth the provisions of this nondiscrimination clause.
- (b) Provider, in all solicitations or advertisements for employees placed by or on behalf of Provider, will state that it is an equal opportunity employer.
- (c) Notices, advertisements and solicitations placed in accordance with federal law, rule or regulation shall be deemed to meet the requirements of this section.