

The following FAR and DFARS clauses referenced below are incorporated herein by reference, with the same force and effect as if they were given in full text, and are applicable, including any notes following the clause citation, to this Agreement or Purchase Order. If the date or substance of any of the clauses listed below is different from the date or substance of the clause incorporated in the latest prime contract under which this Agreement or Purchase Order is issued, the date or substance of the clause incorporated by said prime contract applies instead.

In all such clauses, unless otherwise specified, "Contractor" means Supplier, "Contracting Officer" means Honeywell, "Government" includes Honeywell to the extent necessary to enable Honeywell to administer this contract or purchase order and to perform its obligations under its Prime Contract, and "subcontract(s)" and "subcontractor(s)" means Supplier's lower-tier subcontract(s) and subcontractor(s), respectively. Supplier must include in each lower-tier subcontract and purchase orders the appropriate flow down clauses as required by the FAR and DFARS clauses included in this Agreement or Purchase Order.

For acquisitions of Commercial Items as defined in 2.101, the following FAR clauses apply in accordance with FAR 52.212-5, Contract Terms and Conditions Required to Implement Statutes or Executive Order – Commercial Items (AUG 2020) (e)(1) and 52.244-6 Subcontracts for Commercial Items (AUG 2020), the following clauses apply.

Federal Acquisition Regulations for Commercial items		
Title	Reference	Applicability
Restrictions on Subcontractor Sales to the Government (Sep 2006) Alternate I (June 2020)	52.203-6	Subcontracts for the acquisition of commercial items exceeding the simplified acquisition threshold.
Anti-Kickback Procedures (June 2020)	52.203-7	All subcontracts that exceed the simplified acquisition threshold, but excluding paragraph (c)(1).
Limitation on Payments to Influence Certain Federal Transactions (June 2020)	52.203-12	Subcontracts that exceeds the threshold specified in FAR 3.808
Contractor Code of Business Ethics and Conduct (June 2020)	52.203-13	Subcontracts, including subcontracts for the acquisition of commercial items where the value is expected to exceed \$5,500,000 and the period of performance is more than 120 days.
Whistleblower Protection Under the American Recovery and Reinvestment Act of 2009 (Jun 2010)	52.203-15	All subcontracts, including subcontracts for the acquisition of commercial items that are funded in whole or in part with Recovery Act funds.
Contractor Employee Whistleblower Rights and Requirements to Inform Employees of Whistleblower Rights	52.203-17	Subcontracts over the simplified acquisition threshold.
Prohibition on Requiring Certain Internal Confidentiality Agreements or Statements (Jan 2017)	52.203-19	In subcontracts, including subcontracts for the acquisition of commercial items where the contracts is for other than a personal services contract(s) with individuals
Basic Safeguarding of Covered Contractor Information Systems (Jun 2016)	52.204-21	All subcontracts at any tier (including subcontracts for the acquisition of commercial items, other than commercially available off-the-shelf items), in which the subcontractor may have Federal contract information residing in or transiting through its information system.
Prohibition on Contracting for Hardware, Software, and Services Developed or Provided by Kaspersky Lab and Other Covered Entities (Jul 2018) (Section 1634 of Pub. L. 115-91).	52.204-23	All subcontracts, including subcontracts for the acquisition of commercial items.
Prohibition on Contracting for Certain Telecommunications and Video Surveillance Service or Equipment (Aug 2020)	52.204-25	All subcontracts, including subcontracts for the acquisition of commercial items., excluding paragraph (b)(2)
Requirements for Certified Cost or Pricing Data or Information other than Cost or Pricing Data (Oct 2010) Including Alternate II	52.215-20	Subcontracts, including subcontracts for the acquisition of commercial items if it is reasonably certain that certified cost or pricing data or data other than certified cost or pricing data will be required.
Requirements for Certified Cost or Pricing Data or Information other than Cost or Pricing Data – Modifications (Oct 2010)	52.215-21	Subcontracts, including subcontracts for the acquisition of commercial items if it is reasonably certain that cost or pricing data or data other than certified cost or pricing data will be required for modifications.
Utilization of Small Business Concerns (Oct 2018)	52.219-8	All subcontracts
Small Business Subcontracting Plan (June 2020)	52.219-9	Subcontracts that offer subcontracting possibilities, are expected to exceed \$700,000 and are required to include the clause at 52.219-8, Utilization of Small Business Concerns, unless the acquisition is set aside or is to be accomplished under the Subpart 19.8 Small Business Administration (8(a) program)

<b>Federal Acquisition Regulations for Commercial items</b>		
<b>Title</b>	<b>Reference</b>	<b>Applicability</b>
Prohibition of Segregated Facilities (Apr 2015)	52.222-21	All subcontracts
Equal Opportunity (Sep 2015)	52.222-26	Subcontracts, including subcontracts for the acquisition of commercial items (see 22.802) unless the subcontract is exempt from the requirements of E.O. 11246 (see 22.807(a))
Equal Opportunity for Veterans (June 2020)	52.222-35	Subcontracts, including subcontracts for the acquisition of commercial items of \$150,000 except when performed outside the United States by employees recruited outside the United States; or The Director, Office of Federal Contract Compliance Programs of the U.S. Department of Labor, has waived, in accordance with 22.1305 (a) or the head of the agency has waived
Affirmative Action for Workers with Disabilities (June 2020)	52.222-36	Subcontracts, including subcontracts for the acquisition of commercial items that exceed or are expected to exceed \$15,000, except when (1) both performance of the work and the recruitment of workers will occur outside the United States, Puerto Rico, the Northern Mariana Islands, American Samoa, Guam, the U.S. Virgin Islands, and Wake Island; or (2) The Director of OFCCP or agency head has waived, in accordance with 22.1403(a) or 22.1403(b) all the terms of the clause.
Employment Reports on Veterans (June 2020)	52.222-37	Subcontracts, including subcontracts for the acquisition of commercial items of \$150,000 or more containing clause 52.222-35, Equal Opportunity for Veterans, unless exempted by rules, regulations, or orders of the Secretary of Labor
Notification of Employee Rights Under the National Labor Relations Act. (Dec 2010)	52.222-40	Subcontracts, including subcontracts for the acquisition of commercial items in every subcontract that exceeds \$10,000 and will be performed wholly or partially in the United States, unless exempted by the rules, regulations, or orders of the Secretary of Labor issued pursuant to section 3 of Executive Order 13496 of January 30, 2009.
Service Contract Labor Standards (Aug 2018)	52.222-41	Subcontracts, including subcontracts for the acquisition of commercial services except as provided in paragraph (a)(2) of the clause) if the subcontract is subject to the Service Contract Labor Standards statute and is (i) over \$2,500; or (ii) for an indefinite dollar amount and the contracting officer does not know in advance that the contract amount will be \$2,500 or less.
Statement of Equivalent Rates for Federal Hires (May 2014)	52.222-42	Subcontracts, including subcontracts for the acquisition of commercial items over \$2,500 and the Service Contract Labor Standards statute is applicable
Fair Labor Standards Act and Service Contract Labor Standards -- Price Adjustment (Multiple Year and Option Contracts) (Aug 2018)	52.222-43	All subcontracts
Fair Labor Standards Act and Service Contract Labor Standards -- Price Adjustment (May 2014)	52.222-44	All subcontracts
Combating Trafficking in Persons (Jan 2019)	52.222-50	All subcontracts, including subcontracts for the acquisition of commercial services. Paragraph (h) of this clause apply only to any portion of the subcontract that— (A) is for supplies, other than commercially available off-the-shelf items, acquired outside the United States, or services to be performed outside the United States; and (B) has an estimated value that exceeds \$500,000.
Combating Trafficking in Persons Alt I (Mar 2015)	52.222-50	All subcontracts, including subcontracts for the acquisition of commercial items when the subcontract will be performed outside the United States.
Exemption from Application of the Service Contract Act to Contracts for Maintenance, Calibration, or Repair of Certain Equipment-Requirements (May 2014)	52.222-51	Subcontracts, including subcontracts for the acquisition of commercial items that include the provision at 52.222-48, or the comparable provision is checked as applicable in the clause at 52.204-8(c)(2) or 52.212-3(k)(1); and (ii) in resulting subcontracts in which the contracting officer has determined, in accordance with 22.1003-4(c)(3), that the Service Contract Labor Standards statute does not apply
Exemption from Application of the Service Contract Act to Contracts for Certain Services – Requirements (May 2014)	52.222-53	Subcontracts, including subcontracts for the acquisition of commercial items that include the provision at 52.222-52, or the comparable provision is checked as applicable (i) in 52.204-8(c)(2) or 52.212-3(k)(2); and (ii) In resulting contracts in which the contracting officer has determined, in accordance with 22.1003-4(d)(3), that the Service Contract Labor Standards statute does not apply

Federal Acquisition Regulations for Commercial items		
Title	Reference	Applicability
Employment Eligibility Verification (Oct 2015)	52.222-54	Subcontracts, including subcontracts for the acquisition of commercial items that exceed the simplified acquisition threshold This clause, including this paragraph (e) (appropriately modified for identification of the parties), in each subcontract/purchase order that— (1) Is for— (i) Commercial or noncommercial services (except for commercial services that are part of the purchase of a COTS item (or an item that would be a COTS item, but for minor modifications), performed by the COTS provider, and are normally provided for that COTS item); or (ii) Construction; (2) Has a value of more than \$3,500; and (3) Includes work performed in the United States.
Minimum Wages Under Executive Order 13658 (Dec 2015)	52.222-55	Subcontracts, including subcontracts for the acquisition of commercial items regardless of dollar value, that are subject to the Service Contract Labor Standards statute or the Wage Rate Requirements (Construction) statute, and are to be performed in whole or in part in the United States.
Paid Sick Leave Under Executive Order 13706 (JAN 2017) (E.O. 13706)	52.222-62	Subcontracts, including subcontracts for the acquisition of commercial items that include the clause at 52.222-6, Construction Wage Rate Requirements, or 52.222-41, Service Contract Labor Standards, where work is to be performed, in whole or in part, in the United States, flow down is required in accordance with paragraph (m) of the clause
Encouraging Contractor Policies to Ban Text Messaging While Driving (Aug 2011)	52.223-18	Subcontracts, including subcontracts for the acquisition of commercial items that exceed the micro-purchase threshold.
Privacy Training (JAN 2017) (5 U.S.C. 552a)	52.224-3	Subcontracts, including subcontracts for the acquisition of commercial items in accordance with 52.224-3(f) when contractor employees will (1) have access to a system of records; (2) create, collect, use, process, store, maintain, disseminate, disclose, dispose, or otherwise handle personally identifiable information; or (3) (3) design, develop, maintain, or operate a system of records.
Privacy Training (JAN 2017) (5 U.S.C. 552a) Alt I (Jan 2017)	52.224-3	Subcontracts, including subcontracts for the acquisition of commercial items in accordance with 52.224-3(f) when contractor employees will (1) have access to a system of records; (2) create, collect, use, process, store, maintain, disseminate, disclose, dispose, or otherwise handle personally identifiable information; or (3) (3) design, develop, maintain, or operate a system of records.
Buy American Act – Supplies (May 2014)	52.225-1	All subcontracts
Trade Agreements (Feb 2016)	52.225-5	Subcontracts, including subcontracts for the acquisition of commercial items, if the World Trade Organization Government Procurement Agreement applies, i.e., the acquisition is of end products listed at 225.401-70, the value of the acquisition equals or exceeds \$180,000, and none of the exceptions at 25.401(a) applies.
Restrictions on Certain Foreign Purchases (June 2008)	52.225-13	All subcontracts
Contractors Performing Private Security Functions Outside the United States (Oct 2016)	52.225-26	Subcontracts, including subcontracts for the acquisition of commercial items for performance outside the United States in an area of (1) combat operations, as designated by the Secretary of Defense; or (2) other significant military operations, as designated by the Secretary of Defense and only upon agreement of the Secretary of Defense and the Secretary of State
Notice and Assistance Regarding Patent and Copyright Infringement (June 2020)	52.227-2	Subcontracts that exceed the simplified acquisition threshold
Providing Accelerated Payments to Small Business Subcontractors (Dec 2013)	52.232-40	Subcontracts, including subcontracts for the acquisition of commercial items with small business concerns where Honeywell's prime contract provides for accelerated payments.
Accident Prevention (Nov 1991)	52.236-13	All subcontracts
Subcontracts for Commercial Items (Aug 2020)	52.244-6	All subcontracts
Government Property (Jan 2017)	52.245-1	All subcontracts under which Government property is acquired or furnished for subcontract performance
Use and Charges (Apr 2012)	52.245-9	All subcontracts where 52.245-1 applies

<b>Federal Acquisition Regulations for Commercial items</b>		
<b>Title</b>	<b>Reference</b>	<b>Applicability</b>
Preference for US Air Flag Carriers (Jun 2003)	52.247-63	All subcontracts where that may involve international air transportation
Preference For Privately Owned U.S.-Flag Commercial Vessels (Feb 2006)	52.247-64	All subcontracts
Preference For Privately Owned U.S.-Flag Commercial Vessels Alternate (1) (Apr 2003)	52.247-64	Subcontracts, including subcontracts for the acquisition of commercial items that will be transported exclusively in privately owned U.S.-flag commercial vessels

For acquisitions of Commercial Items as defined in 2.101, and where the Contract or Purchase Order is in the furtherance of a Department of Defense program subject to the DFARS, the following DFARS apply in addition to the above listed FARs.

<b>Defense Federal Acquisition Regulations for Commercial items</b>		
<b>Title</b>	<b>Reference</b>	<b>Applicability</b>
Requirements to Inform Employees of Whistleblowers Rights (Sep 2013)	252.203-7002	All subcontracts
Disclosure of Information (Oct 2016)	252.204-7000	All subcontracts
Safeguarding of Unclassified Controlled Technical Information (Dec 2019)	252.204-7012	All subcontracts
Disclosure of Information to Litigation Support Contractors (May 2016)	252.204-7015	All subcontracts
Prohibition on the Acquisition of Covered Defense Telecommunications Equipment or Services (Dec 2019)	252.204-7018	All solicitations and resultant awards, including solicitations and contracts using FAR part 12 procedures for the acquisition of commercial items, and solicitations and awards for task and delivery orders, BOAs, orders against BOAs, BPAs, and calls against BPAs.
Intent to Furnish Precious Metals as Government-Furnished Materials (Dec 1991)	252.208-7000	All subcontracts, including subcontracts for the acquisition of commercial items unless the item being purchased contains no precious metals
Subcontracting with Firms That Are Owned or Controlled by the Government of a Terrorist Country (Oct 2015)	252.209-7004	All subcontracts
Item Unique Identification and Valuation (Mar 2016)	252.211-7003	All subcontracts
Small Business Subcontracting Plan (DOD Contracts) (Dec 2019)	252-219-7003	Subcontracts, including subcontracts for the acquisition of commercial items, that contain the clause at FAR 52.219-9, Small Business Subcontracting Plan if value is expected to exceed \$700,000 (\$1.5 million for construction of any public facility) and to have further subcontracting opportunities.
Small Business Subcontracting Plan (Test Program) (Apr 2018)	252.219-7004	Subcontracts, including subcontracts for the acquisition of commercial items with contractors that have comprehensive subcontracting plans approved under the Test Program described in 219.702-70, including contracts for the acquisition of commercial items.  Per 219.702-70 to become and remain eligible to participate in the Test Program, a business concern is required to have furnished supplies or services (including construction) under at least three DoD contracts during the preceding fiscal year, having an aggregate value of at least \$100 million.
Prohibition of Hexavalent Chromium (Jun 2013)	252.223-7008	All subcontracts, including subcontracts for the acquisition of commercial items, that are for supplies, maintenance and repair services, or construction.
Buy American Act and Balance of Payments Program (Dec 2017)	252.225-7001	All subcontracts
Qualifying Country Sources as Subcontractors (Dec 2017)	252.225-7002	All subcontracts
Prohibition on Acquisition of United States Munitions List Items from Communist Chinese Military Companies (Sep 2006)	252.225-7007	All subcontracts, including subcontracts for the acquisition of commercial items for supplies covered by the United States Munitions List or the 600 series of the Commerce Control List.

**Defense Federal Acquisition Regulations for Commercial items**

<b>Title</b>	<b>Reference</b>	<b>Applicability</b>
Restriction on Acquisition of Specialty Metals (Mar 2013)	252.225-7008	Subcontracts, including subcontracts for the acquisition of commercial items that— (i) Exceed the simplified acquisition threshold; and (ii) Require the delivery of specialty metals as end items.
Restriction on Acquisition of Certain Articles Containing Specialty Metals (Dec 2019)	252.225-7009	All subcontracts, including subcontracts for the acquisition of commercial items unless exceptions to the requirement found within subsection (c) of the provision apply, minus para (d) and (e)(1)
Preference for Certain Domestic Commodities (Dec 2017)	252.225-7012	Subcontracts, including subcontracts for the acquisition of commercial items that exceed the simplified acquisition threshold unless exceptions to the requirement found in section (c) of the provision apply.
Duty Free Entry (May 2016)	252.225- 7013	All subcontracts, including subcontracts for the acquisition of commercial items for qualifying country components when the duty will exceed \$200 per unit
Trade Agreements (Dec 2017)	252.225-7021	All subcontracts, including subcontracts for the acquisition of commercial items when the Trade Agreements Act applies.
Restriction on Acquisition of Forgings (Dec 2009)	252.225-7025	Subcontracts, including subcontracts for the acquisition of commercial items for forging items or for other contracts that contain forging items unless exempted in accordance with the policy in 225.7102-1
Exclusionary Policies and Practices of Foreign Governments (Apr 2003)	252.225-7028	Subcontracts, including subcontracts for the acquisition of commercial items that are for the purchase of supplies and services for international military education training and FMS.
Contractor Personnel Authorized to Accompany U.S. Armed Forces Deployed Outside the United States (Oct 2015)	252.225-7040	All subcontracts, including subcontracts for the acquisition of commercial items when subcontractor personnel are authorized to accompany U.S. Armed Forces deployed outside the United States in: (1) contingency operations; (2) humanitarian or peacekeeping operations; (3) other military operations; or (4) military exercises designated by the Combatant Commander.
Antiterrorism/Force Protection for Defense Contractors Outside the United States (Jun 2015)	252.225-7043	All subcontracts, including subcontracts for the acquisition of commercial items that require performance or travel outside the United States.
Exports by Approved Community Members in Performance of the Contract (JUN 2013)	252.225-7047	All subcontracts, including subcontracts for the acquisition of commercial items that may require exports or transfers of qualifying defense articles in connection with deliveries under the contract.  Qualifying defense articles” means defense articles that are not exempt from the scope of the DTC Treaties as defined in 22 CFR 126.16(g) and 22 CFR 126.17(g).
Export.Controlled Items (JUN 2013)	252.225-7048	All subcontracts
Restrictions on the Acquisition of Certain Magnets and Tungsten (Dec 2019)	252.225-7052	All solicitations and subcontracts, including subcontracts for the acquisition of commercial items, that exceed the simplified acquisition threshold, unless acquiring items outside the U.S. for use outside the U.S. or a nonavailability determination has been made. A complete list of exceptions to the requirement are found in subsection (c) of the provision.
Utilization of Indian Organizations and Indian Owned Economic Enterprises (Sep 2004)	252.226-7001	Subcontracts, including subcontracts for the acquisition of commercial items that are for supplies or services exceeding \$500,000 in value
Rights in Technical Data – Noncommercial Items (Feb 2014)	252.227-7013	Subcontracts, including subcontracts for the acquisition of commercial items that include delivery of technical data for a noncommercial item, component or process.
Technical Data-Commercial Items (Feb 2014)	252.227-7015	All subcontracts, including subcontracts for the acquisition of commercial items requiring the delivery of technical data for a commercial item, component, or process.
Validation of Asserted Restrictions - Computer Software (Sep 2016)	252.227-7019	Subcontracts, including subcontracts for the acquisition of commercial items that include the delivery of software.
Deferred Delivery of Technical Data or Computer Software (Apr 1988)	252.227-7026	Subcontracts, including subcontracts for the acquisition of commercial items that include the delivery of technical data or software.

**Defense Federal Acquisition Regulations for Commercial items**

<b>Title</b>	<b>Reference</b>	<b>Applicability</b>
Deferred Ordering of Technical Data or Computer Software (Apr 1988)	252.227-7027	Subcontracts, including subcontracts for the acquisition of commercial items that include the delivery of technical data or software.
Technical Data or Computer Software Previously delivered to the Government (Jun 1995)	252.227-7028	All subcontracts, including subcontracts for the acquisition of commercial items that require the delivery of technical data.
Technical Data – Withholding of Payment (Mar 2000)	252.227-7030	All subcontracts, including subcontracts for the acquisition of commercial items that require the delivery of technical data
Validation of Restrictive Markings on Technical Data (Sept 2016)	252.227-7037	All subcontracts, including subcontracts for the acquisition of commercial items that require the delivery of technical data
Accelerating Payments to Small Business Subcontractors – Prohibition on Fees and Consideration (APR 2020)	252.232-7017	Subcontracts, including subcontracts for the acquisition of commercial items with small business concerns where Honeywell's prime contract provides for accelerated payments.
Frequency Authorization Basic (Mar 2014)	252.235-7003	All subcontracts, including subcontracts for the acquisition of commercial items if radio frequency authorization required.
Requirement for Competition Opportunity for American Steel Producers, Fabricators, and Manufacturers (Jun 2013)	252.236-7013	All subcontracts, including subcontracts for the acquisition of commercial items for military construction.
Prohibition on Interrogation of Detainees by Contractor Personnel (Jun 2013)	252.237-7010	All subcontracts, including subcontracts for commercial items that may require subcontractor personnel to interact with detainees in the course of their duties
Training for Contractor Personnel Interacting with Detainees (Jun 2013)	252.237-7019	All subcontracts, including subcontracts for commercial items that may require subcontractor personnel to interact with detainees in the course of their duties
Cloud Computing Services (Oct 2016)	252.239-7010	All subcontracts, including subcontracts for the acquisition of commercial items that involve or may involve cloud services.
Supply Chain Risk (Feb 2019)	252.239-7018	All Subcontracts, including subcontracts for the acquisition of commercial items for information technology, whether acquired as a service or as a supply, that is a covered system, is a part of a covered system, or is in support of a covered system, as defined at 239.7301
Requests for Equitable Adjustment (Dec 2012)	252.243-7002	In Subcontracts, including subcontracts for the acquisition of commercial items that exceed the simplified acquisition threshold.
Subcontracts for Commercial Items and Commercial Components (Jun 2013)	252.244-7000	All subcontracts
Reporting Loss of Government Property (Dec 2017)	252.245-7002	Subcontracts, including subcontracts for the acquisition of commercial items containing the clause at FAR 52.245-1, Government Property
Contractor Property Management System Administration (Apr 2012)	252.245-7003	Subcontracts, including subcontracts for the acquisition of commercial items containing the clause at FAR 52.245-1, Government Property
Notification of Potential Safety Issues (JUN 2013)	252.246-7003	All subcontracts, including subcontracts for commercial items as described in paragraph (f)(1) of this clause
Contractor Counterfeit Electronic Part Detection and Avoidance System (Aug 2016)	252.246-7007	All subcontracts, including subcontracts for commercial items for electronic parts or assemblies containing electronic parts.
Sources of Electronic Parts (May 2018)	252.246-7008	All subcontracts, including subcontracts for commercial items that are for electronic parts or assemblies containing electronic parts, unless the subcontractor is the original manufacturer.
Pass-Through of Motor Carrier Fuel Surcharge Adjustment to Cost Bearer (Jun 2013)	252.247-7003	All subcontracts, including subcontracts for the acquisition of commercial items with motor carriers, brokers, or freight forwarders.
Transportation of Supplies by Sea (Feb 2019)	252.247-7023	All subcontracts, including subcontracts for the acquisition of commercial items for the types of supplier described in (b)(2) of the clause.

For acquisitions in the furtherance of a Health and Human Services program subject to the HHS Acquisition Regulations (HHSAR), the following HHSARs apply in addition to the above listed FARs.

Defense Federal Acquisition Regulations for Commercial items		
Title	Reference	Applicability
Contractor Cooperation in Equal Employment Opportunity Investigations (Dec 2015)	352.222-70	All subcontracts
Publication and Publicity (Dec 2015)	352.227-70	All subcontracts where the subcontractor may propose publishing the results of its work under the subcontract.
Non-Discrimination in Service Delivery (Dec 2015)	352.237-74	All subcontracts
Safety and Health (Dec 2015)	352.223-70	Each subcontract involving toxic substances, hazardous materials, or hazardous operations

**Applicable to all suppliers - Executive Order on Combatting Race and Sex Stereotyping:** During the performance of this contract, the supplier agrees as follows:

1. The supplier shall not use any workplace training that inculcates in its employees any form of race or sex stereotyping or any form of race or sex scapegoating, including the concepts that (a) one race or sex is inherently superior to another race or sex; (b) an individual, by virtue of his or her race or sex, is inherently racist, sexist, or oppressive, whether consciously or unconsciously; (c) an individual should be discriminated against or receive adverse treatment solely or partly because of his or her race or sex; (d) members of one race or sex cannot and should not attempt to treat others without respect to race or sex; (e) an individual's moral character is necessarily determined by his or her race or sex; (f) an individual, by virtue of his or her race or sex, bears responsibility for actions committed in the past by other members of the same race or sex; (g) any individual should feel discomfort, guilt, anguish, or any other form of psychological distress on account of his or her race or sex; or (h) meritocracy or traits such as a hard work ethic are racist or sexist, or were created by a particular race to oppress another race. The term "race or sex stereotyping" means ascribing character traits, values, moral and ethical codes, privileges, status, or beliefs to a race or sex, or to an individual because of his or her race or sex, and the term "race or sex scapegoating" means assigning fault, blame, or bias to a race or sex, or to members of a race or sex because of their race or sex.

2. The supplier will send to each labor union or representative of workers with which he has a collective bargaining agreement or other contract or understanding, a notice, to be provided by the agency contracting officer, advising the labor union or workers' representative of the supplier's commitments under the Executive Order of September 22, 2020, entitled Combating Race and Sex Stereotyping, and shall post copies of the notice in conspicuous places available to employees and applicants for employment.

3. In the event of the supplier's noncompliance with the requirements of paragraphs (1), (2), and (4), or with any rules, regulations, or orders that may be promulgated in accordance with the Executive Order of September 22, 2020, this contract may be canceled, terminated, or suspended in whole or in part and the supplier may be declared ineligible for further Government contracts in accordance with procedures authorized in Executive Order 11246, and such other sanctions may be imposed and remedies invoked as provided by any rules, regulations, or orders the Secretary of Labor has issued or adopted pursuant to Executive Order 11246, including subpart D of that order.

4. The supplier will include the provisions of paragraphs (1) through (4) in every subcontract or purchase order unless exempted by rules, regulations, or orders of the Secretary of Labor, so that such provisions will be binding upon each subcontractor or vendor. The supplier will take such action with respect to any subcontract or purchase order as may be directed by the Secretary of Labor as a means of enforcing such provisions including sanctions for noncompliance: Provided, however, that in the event the supplier becomes involved in, or is threatened with, litigation with a subcontractor or vendor as a result of such direction, the supplier may request the United States to enter into such litigation to protect the interests of the United States.