



Policy on Human Rights, Slavery, Human Trafficking, and Child and Forced Labor in the Supply Chain

In accordance with the California Transparency in Supply Chains Act, and consistent with our commitment to excellence and corporate social responsibility, Wallace Electronics adheres to the Responsible Business Alliance (RBA) Code of Conduct and requires all suppliers to do the same. Wallace Electronics supports the eradication of human trafficking and slavery in supply chains around the world, including in our own. To meet this obligation, we shall:

- Implement and support responsible business practices that do not infringe on human rights and provide appropriate processes and mechanisms to address questions regarding the impact of our activities on human rights.
- Operate in full compliance with the laws of the United States of America, and with all other applicable laws, rules, and regulations, including local laws and regulations regarding working hours, minimum wages, overtime standards and mandatory or minimum employee benefits.
- Only employ workers who meet the applicable minimum legal age requirement for employment in the United States, and shall prohibit the use of child labor in any stage of manufacturing.
- Not subject workers to any unreasonable restriction on freedom of movement.
- Not charge prospective employees fees to gain employment or retain an employee's original identification documents (e.g., passport, birth certificate or driver's license).
- Take reasonable, good faith steps that do not constitute an undue hardship to accommodate the religious beliefs and practices of our employees. An employee who has a need for a religious accommodation should contact Human Resources.
- Comply with local laws and regulations regarding the rights of employees to form and join trade unions and works councils, to bargain collectively, to assemble peacefully and to refrain from all such activities.
- Not employ any prison, indentured or forced labor.

Wallace Electronics' commitment to corporate social responsibility extends to our suppliers, who are expected to follow the principles of this commitment and all applicable laws and regulations of the countries in which they are doing business.

A handwritten signature in black ink, appearing to read "Tymothy Tucker".

Tymothy Tucker
Quality Manager
Wallace Electronics, Inc.
wallace-elec.com