



LABOR POLICY

The Company, its subsidiaries and affiliates, recognize its responsibility to respect and protect the rights of its employees worldwide. As such, the Company has adopted the following guidelines as part of its goal to respect the fundamental rights of its employees.

The Company:

- Shall obey and comply with local labor practices and maintain good working relationships with its employees.
- Shall not employ or support the use of any form of child labor, or forced or coerced labor.
- Shall seek to provide a safe and healthy work environment.
- Shall not engage in nor support the use of corporal punishment, mental or physical coercion, or verbal abuse.
- Shall respect its employees' right to associate and engage in the collective bargaining process pursuant to local labor practices.
- Prohibits discrimination of employees based upon sex, race, national origin, political beliefs, or religion and maintains a discrimination-free work environment.
- Prohibits, and complies with laws prohibiting acts of sexual harassment or threats in the workplace.
- Shall comply with applicable industry standards relating to work hours and payment of wages.