

Anti-Slavery and Human Trafficking Policy

OUR COMMITMENT

We respect the environment, the communities in which we operate, and our employees' human rights, and we oppose human exploitation. Therefore, we are committed to conducting our worldwide business operations in a manner that complies with applicable laws and regulations.

OUR EXPECTATIONS

Polycase has a multi-tiered, complex, and geographically dispersed supply chain. We expect our suppliers to reflect our values and stance on slavery and human trafficking and not to be involved in forced, bonded (including debt bondage) or indentured labor, involuntary prison labor, slavery, or trafficking of persons of any age at any tier of the supply chain. This includes transporting, harboring, recruiting, transferring, or receiving persons by means of threat, force, coercion, abduction or fraud for labor or services. Suppliers, as employers or agents, may not hold or destroy employees' identification or immigration documents, such as government-issued identification, passports or work permits, unless the holding of work permits is required by law. Employers may not restrict workers' freedom of movement in the facility or entering or exiting company-provided facilities. All work must be voluntary, and workers shall be free to terminate their employment and leave work at any time. Employers and agents may not use misleading or fraudulent practices during the recruitment of employees. As part of the hiring process, workers must be provided with a written employment agreement in their native language that contains a description of terms and conditions of employment and the hazardous nature of the work, prior to the worker departing from his or her country of origin. Workers must not be required to pay employers' or agents' recruitment fees or other related fees for their employment. If any such fees are found to have been paid by workers, such fees must be repaid to the worker. We expect our suppliers to have a compliance plan in place to ensure that human trafficking and forced labor are not used and that risks of worker exploitation are mitigated. Procedures are in place for reporting potential safety concerns, potential misconduct, and concerns about potential ethical violations and prohibit any adverse action against an employee for reporting a safety concern or misconduct in good faith.

A handwritten signature in blue ink, appearing to read "Jeff Hall Jr.".

Jeff Hall Jr.
Quality Manager

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