

## **Human Rights in Business Policy**

This Policy applies to all operations and activities of Platron Manufacturing, Inc. It is mandatory for all Officers, Managers, employees, and agents of Platron Manufacturing, Inc. to comply with this Policy. Platron Manufacturing, Inc. also expects its subcontractors, suppliers, external consultants, and third-party representatives to share its commitment to respect human rights and apply the principles of this Policy in their own businesses. Platron Manufacturing, Inc. is dedicated to upholding this Policy in its selection of and transactions with its main business partners, as well as within its own operations.

### **Policy Overview**

Platron Manufacturing, Inc.'s Officers and Management consider the respect for human rights in business as a fundamental objective for any responsible organization. This Policy is guided by the principles of the United Nations "Guiding Principles on Business and Human Rights" to define Platron Manufacturing, Inc.'s corporate role and responsibility in respecting human rights in business.

Through communication, education, and collaboration, this Policy aims to promote and, where possible, improve standards related to human rights that may be impacted by Platron Manufacturing, Inc.'s daily activities and those of its business partners.

Nothing contained in this policy shall serve to diminish the mandatory obligations of Platron Manufacturing, Inc. with regard to applicable laws relating to human rights, employment, discrimination and health and safety practices.

The General Manager at Platron Manufacturing, Inc., or their designee, is responsible for overseeing the ongoing implementation and compliance of this Policy for Platron Manufacturing, Inc.'s operations.

### **Policy statements**

#### **1. Modern Slavery**

For the purposes of this Policy, "Modern Slavery" means slavery, servitude, forced and compulsory labor, bonded and child labor and human trafficking.

For the purposes of this Policy, "child labor" is considered to be sustained labor of any person under the age of 16 years except where such labor is part of a structured apprenticeship scheme or similar and the person is aged 15 years and legally allowed to work.

Platron Manufacturing, Inc. does not condone the use of Modern Slavery in its operations and supply or sub-contract chains. Platron Manufacturing, Inc. is committed to implementing systems and controls aimed at ensuring that Modern Slavery is not taking place anywhere within Platron Manufacturing, Inc. and strives to determine insofar as it is reasonably able to do so, that no such Modern Slavery is taking place in any of its supply or sub-contract chains. Platron Manufacturing, Inc. expects that its suppliers and sub-contractors will hold themselves and their own suppliers and sub-contractors to the same high standards.

Platron Manufacturing, Inc. is committed to taking the following measures in an effort to safeguard against Modern Slavery:

- a.** Zero-tolerance approach to Modern Slavery within Platron Manufacturing, Inc. and its sub-contract and supply chains. The prevention, detection and reporting of Modern Slavery in any part of Platron Manufacturing, Inc. or its supply and sub-contract chain is the moral responsibility of all those working for Platron Manufacturing, Inc. or on its behalf. Individuals should not engage in, facilitate or fail to report any activity that might lead to, or suggest, a breach of this Policy.
- b.** Training relevant employees in Modern Slavery, how to identify it in practice and how to respond.
- c.** Engaging with its direct suppliers and sub-contractors where reasonably feasible, to address the risk of Modern Slavery in their operations and their supply and sub-contract chains.
- d.** To the extent reasonably feasible, as part of its contracting processes, Platron Manufacturing, Inc. shall negotiate with its key suppliers and sub-contractors including recruitment agencies and third parties supplying workers, to include a specific prohibition of the use of Modern Slavery and an ability to audit the supplier's or sub-contractor's organization for compliance.

## **2. Discrimination**

Platron Manufacturing, Inc. does not condone deliberate discrimination within its working environment, business transactions and recruitment processes. Discrimination includes, but is not necessarily limited to, discrimination on the basis or bases of race, color, ethnicity, gender, sexual orientation, age, health, disability, political affiliation, marital status, or religion. Platron Manufacturing, Inc. expects its suppliers, sub-contractors and other stakeholders to conduct business without deliberate discrimination and with all due respect for human rights.

## **3. Harassment**

Platron Manufacturing, Inc. does not accept or condone unlawful harassment of any nature by its employees within the workplace or any location where the business of Platron Manufacturing, Inc. is conducted and will take appropriate disciplinary action in cases of proven harassment.

## **4. Health and Safety**

Platron Manufacturing, Inc. is committed to preserving, the health, safety and welfare of employees while they are at work and of those who may be affected by its undertakings or activities, whilst complying with relevant statutory duties.

Platron Manufacturing, Inc. is committed to:

- a.** Ensuring that all its relevant processes and systems of work are designed to take account of the health and safety and to the extent practicable are adequately supervised.
- b.** Complying with all mandatory health and safety laws and regulations.
- c.** Providing the necessary information, instruction and training to employees and others in its direct control, to ensure their competence with respect to health and safety.
- d.** Encouraging feedback from its employees regarding health and safety in the workplace.

In addition, Platron Manufacturing, Inc. expects every employee and business partner representative to play an active role in minimizing health and safety risk for themselves and those around them.

## **Reporting**

Platron Manufacturing, Inc. shall have in place appropriate procedures for the governance of this Policy along with the recording of any identified breaches and associated corrective actions.

Platron Manufacturing, Inc. aims to encourage openness and will support anyone who raises genuine concerns in good faith under this Policy, even if those concerns are determined to be unfounded. Platron Manufacturing, Inc. is committed to using its best efforts to ensure that no one suffers a detrimental consequence insofar as is within its control, as a result of reporting in good faith their concern that Modern Slavery, discrimination of whatever form, or a breach of health and safety standards is, or may be taking place, in any part of its business or in any of its supply or sub-contract chains.

By order of the Officers of Platron Manufacturing, Inc.