



## Human and Labor Rights Policy

### PURPOSE

Pletronics, Inc. (PLE) is committed to meeting its responsibilities to respect fundamental human and labor rights in its workplace, business operations, and supply chain.

PLE's approach to human rights is based on human rights standards contained within:

- the Universal Declaration of Human Rights;
- the UN Guiding Principles on Business and Human Rights;
- the International Labor Organization's Declaration on Fundamental Principles and Rights at Work;
- UK-MSA 2015

Collectively, these standards shall be referred to in this policy as "International Human Rights Standards".

Respect and support for human rights is our most basic responsibility. It forms part of our culture and values and is essential for the sustainability of our business.

### SCOPE OF POLICY

This Human and Labor Rights Policy applies to all employees. We also expect our suppliers, representatives and distributors to respect International Human Rights Standards. This policy is subject to review and change from time to time. PLE adheres to national laws and regulations in which we operate. Where a conflict exists between International Human Rights Standards and national laws, PLE will adhere to national laws, while at the same time respecting International Human Rights Standards.

### RELATED POLICIES

- Global Employee Handbook: applicable to all PLE employees and contains our primary HR policies and procedures, including our Discrimination and Harassment Policy, Complaint Resolution (Grievance) Policy and our commitment to equal opportunities;

### FUNDAMENTAL HUMAN RIGHTS

In developing and implementing this policy, we focus our efforts on ensuring the following Human Rights:

- (i) **Diversity, inclusion and an environment free from discrimination and harassment**



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We value and advance the diversity and inclusion of the people with whom we work. We are committed to equal opportunities in all aspects of employment and to providing

workplaces that (subject always to local laws and regulations) are free from discrimination or harassment on the basis of race, ethnicity, nationality, religion, gender, relationship status, sexual orientation, age, parental status, disability or health or any status protected by applicable law.

**(ii) Freedom of association and collective bargaining**

The rights of our employees to be a member of a trade union and to bargain collectively as permitted by local laws and regulations must not be interfered with or restricted. PLE is committed to complying with International Human Rights Standards concerning freedom of association and trade union rights and to recognizing the right to organize and the right of unions to represent and negotiate on behalf of the workers, without prejudice to existing local legislation.

We respect our employees' right to join, form or not to join a labor union without fear of reprisal, intimidation or harassment. Where employees are represented by a legally recognized union, we are committed to establishing a constructive dialogue with their freely chosen representatives. The Company is committed to bargaining in good faith with such representatives.

**(iii) Child Labor**

PLE does not tolerate child labor under any circumstances and our recruitment processes abide by the minimum age requirement as stipulated by national laws and International Human Rights Standards.

**(iv) Working hours and wages**

We compensate employees relative to the industry and local labor market, in accordance with terms of applicable collective bargaining agreements and to respect employees' rights to receive compensation that is sufficient to meet their basic needs and standard of living. We work to ensure full compliance with applicable wage, working hours, overtime and benefits laws. All staff are entitled to annual leave and reasonable rest breaks.

**(v) Working conditions including a safe and healthy workplace and workplace security**

The safety and health of our employees is of utmost importance. Our policy is to provide a safe and healthy workplace and comply with applicable safety and health laws and regulations. We strive to provide and maintain a safe, healthy and productive workplace, in consultation with our employees, by addressing and proactively managing any risks relating to health, safety and security. We are equally committed to maintaining a workplace that is



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free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats.

(vi) **Modern Slavery, forced labor and human trafficking**

Modern slavery is the severe exploitation of other people for personal or commercial gain. Modern slavery takes different forms:

- Human trafficking: The use of violence, threats or coercion to transport, recruit or harbor people in order to exploit them for purposes such as forced prostitution, labor, criminality, marriage or organ removal.
- Forced labor: Any work or services people are forced to do against their will under threat of punishment.
- Debt bondage/bonded labor: The world's most widespread form of slavery. People trapped in poverty borrow money and are forced to work to pay off the debt, losing control over both their employment conditions and the debt.
- Slavery of children: When a child is exploited for someone else's gain. This can include child trafficking, child soldiers, child marriage and child domestic slavery.

We prohibit the use of all forms of modern slavery in our business operations and supply chain.