



To: All CalRamic Technologies LLC Clients

Re: The CalRamic Policy Against Human Trafficking and Slavery

Dated: August 21, 2024

To Whom It May Concern:

CalRamic Technologies demonstrates global leadership in responsible workplace practices, and endeavors to conduct its business operations in a manner that respects human rights. The company's core values and culture embody a commitment to ethical business practices and good corporate citizenship. CalRamic Technologies Human Trafficking policy reflects the company's commitment to conduct its business in a manner consistent with these principles and to respect human rights within the company's sphere of influence. An important part of our commitment is the way we treat our associates. This Policy outlines the efforts CalRamic makes to seek to eliminate human trafficking, slavery, forced labor and child labor from its global supply chain.

This Policy applies to CalRamic, its associates, agents, contractors/vendors, subcontractors, suppliers (and their employees) when acting within their scope of employment or contract with CalRamic.

Forced Labor and Human Trafficking

CalRamic Technologies will not tolerate or condone the use of slavery, coerced, forced, child or involuntary labor, human trafficking or sex trafficking by any associate, agent, subcontractor or supplier in the operation or support of our business or the sales and distribution of our products.

Therefore, CalRamic will require that its associates, agents, contractors/vendors, subcontractors, and suppliers:

- Not engage in any form of human trafficking by force fraud or coercion, any form of involuntary servitude, any form of sex trafficking or procurement of commercial sex act.
- Not knowingly use in any form of forced labor including through the use of, threats, physical restraint, threat of harm to other persons, threats of legal prosecution.
- Not engage in the use of child labor and act in accordance with local labor laws.
- Not withhold access to an employee's identity, immigration documents, passports, or driver's license.





- Not use misleading or fraudulent practices during the recruitment of employees or offering of employment, and shall endeavor to the extent possible to disclose to employees, in a format and language accessible to the employee, the basic information regarding the key terms and conditions of employment, including wages and fringe benefits, the location of work, the living conditions, housing and associated costs (if provided or arranged by CalRamic or its agents), any significant cost to be charged to the employee, and, if applicable, the hazardous nature of the work. If required by law or contract, provide an employment contract, recruitment agreement, or other required work document in writing, which shall be in a language the employee understands.
- Set wages, benefits, and working hours which comply with local prevailing practices.
- Not use recruiters that do not comply with labor laws in the country where recruiting takes place.

Retaliation

CalRamic does not retaliate and will not tolerate retaliation against anyone who in good faith reports violations or suspected violations or assist in the investigation of a reported violation.

CalRamic has a zero-tolerance policy regarding any of its associates, agents, contractors/vendors, subcontractors, or suppliers (or their employees) who engage in or support the use of slavery, forced, involuntary or coerced labor, child labor, human trafficking or sex trafficking. Failure to comply with this Policy will result in disciplinary action up to or including termination of employment. If any agent, contractor/vendor, subcontractor, or supplier is found in violation of this policy, CalRamic will take prompt, remedial measures to address the violation, up to and including termination of the relationship with CalRamic.

