

Honest Components

Honest Components' Human Rights Statement

Honest Components is committed to the protection and preservation of human rights around the world. Our commitment to human rights is embedded in the values that define our company and is reflected in our policies and actions toward our employees, suppliers, clients and the countries where we do business. Our approach to human rights is based on The United Nations Universal Declaration of Human Rights and The United Nations Guiding Principles on Business and Human Rights.

Diversity and Inclusion

At Honest Components, we treat one another with fairness, respect and dignity. We strive to create an environment of respect for all individuals. We are an equal opportunity employer. We do not tolerate corruption, discrimination, harassment, forced or child labor, slavery or human trafficking in any form. We prohibit the use of forced or involuntary labor, whether bonded, imprisoned, or indentured, including debt servitude and all forms of human trafficking, within its workforce. This includes the use of any form of threat, force, coercion, fraud, or exploitation. We do not discriminate based on race, color, national origin, ancestry, religion, genetic information, physical and mental disability, marital status, age, sexual orientation or identification, gender, veteran status, political affiliation, physical appearance or any other characteristic protected by law. We do not tolerate our associates, customers or suppliers engaging in discrimination, harassment, hate-related behavior, or other conduct that has a discriminatory or other harmful effect.

Workplace Safety

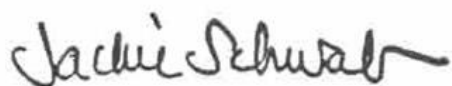
The safety of our associates is core to everything we do. We are committed to providing a safe work environment and complying with all applicable safety and health regulations. We do not tolerate violence, threats of violence, harassment, or any other unsafe or disruptive behavior against associates or other individuals by anyone within the company.

Freedom of Association and Collective Bargaining

We recognize the right of our employees to bargain collectively through representatives of their own choosing and recognize unions as the exclusive representatives of our unionized or covered employees in discussions involving rates of pay, wages, hours of employment and working conditions. Southern Company complies with all applicable laws relating to employees' rights to engage in concerted activity or collective bargaining, including laws of other jurisdictions as applicable.

Work Hours, Wages, and Benefits

We adhere to all wage and work hour laws. Associates are offered competitive compensation and benefits relative to our industry and collective bargaining agreements. Honest Components complies with all applicable wage and benefit laws and regulations, including laws of other jurisdictions as applicable.



Jacqueline Schwab

President

9 December 2020