

Statement of Commitment to Our Employees, Customers and Suppliers

Hermetic Solutions Group is committed to ensuring that our employees, customers and suppliers have the information and guidance needed to understand and uphold Hermetic Solutions Group's standards for the workplace, specifically labor, ethics, health & safety and environmental standards. This document defines and supports our commitment to ethical and professional behavior with fellow employees and external stakeholders. By understanding the information in this document and applying it whenever the need arises, we all make a deliberate choice to safeguard our heritage of integrity while making a contribution to our collective future success.

Vision & Mission

Our vision is to be the best in class at developing highly engineered components and assembly solutions that support hermetic and high performing requirements. Our mission is to be the global leader and preferred source for providing protection and ensuring performance of mission critical electronics.

We will fulfill our vision and mission by meeting the full needs of our customers in a timely and cost-effective manner and by using the talents of our employees in a high performance and inclusive safe and environmentally responsible workplace.

Business Ethics Commitment

At Hermetic Solutions Group we value high ethical standards. All employees should treat each customer, vendor and fellow employees with respect. Everyone should strive to be fair, truthful, responsible and accurate when dealing with customers, suppliers and employees.

As a Hermetic Solutions Group employee you are required to comply with all applicable laws and governmental regulations wherever we do business. You are responsible for raising any questions or doubts you have about a proposed course of action with your supervisor or the Human Resources Director.

Hermetic Solutions Group complies with applicable U.S. and other national laws, regulations and restrictions when importing and exporting products, services, information or technology. Employees are responsible for knowing the laws that pertain to daily work activity, which may include laws of a country other than those at the employee's own location. Since Hermetic Solutions Group is a U.S. corporation, it is subject to U.S. laws. Hermetic Solutions Group is also subject to the laws of other countries where we do business. The local laws of one country may affect how we do business in another country. As you conduct Hermetic Solution Group's business, it is important that you understand not only the local laws that apply to you in your home country but also how you might be affected by the laws of other countries.

Hermetic Solutions has a "zero tolerance" for bribery. All employees should refrain from receiving or giving gifts, except those of nominal value (less than \$25.00) from any customer, potential customer, supplier or potential supplier, or any other entity that does business with Hermetic Solutions Group.

Hermetic Solutions Group's Conflict Minerals Policy can be found [here](#) and its Data Protection and Privacy Policy can be found [here](#).

Labor Commitment

Hermetic Solutions Group respects the dignity of individuals and is committed to behaving responsibly to protect those rights in our work environment. Specifically we are committed as follows

- *Human rights.* We respect and support identified human rights and do not participate in human rights abuses.
- *Child labor.* We do not employ child labor. We define a child as anyone under the age of 16. If local law is more restrictive than our policy, we will comply with local law.
- *Forced labor.* We prohibit the use of any indentured or forced labor, slavery or servitude.
- *Compensation.* We provide pay and benefits that meet or exceed the legal requirements and are competitive with the compensation practices in the countries where we do business.
- *Inclusion.* We are committed to practices that result in the inclusion of all employees and that advance equal employment for qualified individuals. We strive to maintain an environment where each of us, regardless of

cultural background, gender, race, color, religion, ethnicity, age, national origin, sexual orientation, gender identity, disability, level or position, can reach our full potential and make a difference every day.

- *Work environment.* We believe that all employees should treat each other and everyone they deal with in the course of their work with dignity and respect. We are committed to maintaining a work environment free from the influences of unauthorized controlled substances, illegal drugs, tobacco and alcohol. We provide employees with a work environment based on trust, where they are free to ask questions, provide feedback, report concerns and be actively engaged in decision-making.

We are committed to respecting a culturally diverse workforce through practices that provide equal access and fair treatment to all employees on the basis of merit. We do not tolerate harassment or discrimination in the workplace. We want ensure everyone works in an environment free from harassment and all other forms of unlawful discrimination. To prevent discrimination, we must have the cooperation of all employees. The company wants an open, comfortable environment for all employees. If an employee feels that the conduct or statements of another person at work may constitute harassment of any type or may undermine our commitment to equal opportunity employment, it is the employee's responsibility to notify Human Resources immediately.

Hermetic Solutions Group's Anti-Human Trafficking Policy can be found [here](#).

Health and Safety Commitment

The company is committed to providing and maintaining a safe and healthy workplace, including all equipment and systems of work for our employees, and to provide such information, instruction and training, as is needed for this purpose. Appropriate preventative and protective measures are, and will continue to be implemented following identification of work-related hazards and assessments of the risks related to them. The company also accepts responsibility for the health and safety of other persons who may be affected by our activities. Specifically, we will:

- Provide adequate control of health and safety risks arising from our work activities
- Consult with employees on matters affecting their health and safety
- Provide adequate PPE for the protection of employees
- Ensure the safe handling and use of substances
- Provide information, instruction and supervision for all employees where required
- Ensure all employees are competent to do their tasks and give them adequate training
- Prevent accidents and cases of work related ill health; maintain safe and healthy working conditions at all times
- Carry out random checks to ensure employees are free from the effects of alcohol and/or drugs during normal working hours
- Ensure relevant emergency preparedness policies, procedures and training

Environmental Commitment

We strive to meet or exceed regulatory requirements, consistent with Hermetic Solutions Group's commitment to respect and obey the laws, rules and regulations applying to our businesses around the world. Our commitment to the environment goes beyond legal compliance and extends to our everyday actions intended to reduce our environmental footprint through our operations, products and supply chain. We adhere to all applicable local regulatory requirements including environmental permitting and reporting, pollution prevention and resource reduction, hazardous substances, waste water and solid waste requirements and air emission requirements.

Our Commitment to Our Suppliers

We are committed to the ethical treatment of our suppliers and partner with them to ensure compliance of our Statements of Commitment outlined in this document.

Anti-Retaliation Commitment

Hermetic Solutions Group will not permit retaliation against or discipline of an employee who in good faith raises a concern, makes a report or assists with the investigation of a report. Any employee who retaliates against another for making a report or assisting with the investigation may be subject to discipline, up to and including termination. If you feel that you have been retaliated against for making a report or assisting with an ethics investigation, contact your supervisor, Human Resources

We will review and revise our statements of commitment as well as supporting policies as necessary at regular intervals. For questions regarding these statements, please contact Human Resources.