



Statement on Modern Slavery, Child Labor and Human Trafficking

At Maury Microwave, we believe that how we do our work is just as important as the work that we do. Across our global operations, employees are united by a shared commitment to the values of honesty, integrity, and respect for all individuals, which serve as the guiding principles for all we do. Promoting social responsibility, safety, quality, and integrity are paramount in our process of designing, building, and distributing our products. As part of our commitment, we prohibit slavery, human trafficking, discrimination, and child labor in our operations and supply chain, and work to minimize the risks of such conduct and ensure that all employment relationships are voluntary. We are committed to fostering business operations that align with the standards described in the United Nations Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights, as well as the principles established by the International Labor Organization Conventions.

Specifically, irrespective of the circumstances, we will not tolerate forced, bonded or indentured labor, involuntary prison labor, modern slavery, child labor, discriminatory practices, the sexual exploitation of individuals, occupational safety or health hazards, or the trafficking of persons in any of our business operations or by any of our suppliers or business partners. We seek to engage in business relationships that are just, transparent, and support the dignity of all workers. Accordingly, we fully support and honor the principles set forth in national and international anti-slavery and anti-human trafficking laws, which are consistent with our core values and commitment to corporate citizenship. We take our responsibility as a global citizen seriously and strive to uphold the highest standards in our Company and with the partners who help us provide world-class calibration, measurement and modeling products and services.

We believe that ethical conduct and compliance are everyone's responsibility. We hold ourselves—and each other—accountable to our core values and Standards of Conduct, which include a promise to report potential violations of the Standards, the law, and any unethical conduct. All employees of Maury Microwave certify their

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commitment to honor the Standards and Pillars in the performance of their job duties.

In accordance with this commitment, we maintain rigorous internal standards for sourcing, procurement and selection of our suppliers and business partners. We hold ourselves and our supply chain accountable for adherence to Maury Microwave's Supplier Code of Conduct, www.maurymw.com, at all times. This Code details the standards of business conduct and key compliance policies that govern our interactions with our business partners and suppliers nationally and around the world. Suppliers are required to notify us of any instances where expectations are not met. We maintain an open and accountable workplace in which all employees and suppliers are encouraged to proactively seek out issues, report concerns, and operate with transparency. Compliance with these standards is required for all business partners and violations will result in appropriate corrective action, including the possible termination of business relationships.

We also provide training on recognizing modern slavery, child labor, discrimination, and human trafficking to employees who have direct responsibility for supply chain management. This training provides an overview of these significant issues and reviews suspicious activities our employees should be alert to when visiting suppliers. It also covers reporting duties when there is credible information that an employee, subcontractor, or supplier has engaged in conduct inconsistent with our Codes and compliance obligations. All Maury Microwave employees are advised to contact their managers regarding any concerns they have pertaining to our supply chain.

In addition, Maury Microwave's Chief Compliance Officer works closely with our board of directors, senior Company leadership, and business partners to promote our ethics and compliance standards and ensure our Company Code of Conduct and Supplier Code of Conduct are consistently implemented and upheld. We maintain internal accountability standards and procedures for employees or suppliers who fail to meet Company standards regarding modern slavery, child labor, anti-discrimination, and human trafficking.

Lastly, consistent with our dedication to maintaining a diverse and inclusive workplace, we recognize the value of having and promoting diversity in our supply

chain and actively seek to do business with certified diverse businesses and inclusive, non-discriminatory policies and practices.

Together, these policies help ensure that we conduct business in an ethical and responsible manner both at home and abroad and that human trafficking, child labor, and modern slavery do not occur within our operations or supply chain.