

Slavery & Human Trafficking Statement

March 18, 2021

Exxelia Micropen operates with zero tolerance for slavery and human trafficking. WE are committed to seeking the best practices in our business to ensure that there is no modern slavery or human trafficking.

Commitments:

- Exxelia Micropen prohibits the use of modern slavery and human trafficking in our operations and supply chain.
- WE expect that our customers and suppliers will hold their own supply chain to the same high standard that surround the issues of modern slavery.
- WE expect all our employees to support this commitment and address anywhere they feel risks of modern slavery could be a concern.
- ALL employees have clear rates of pay, and it is evident to all parties prior to the beginning of work.
- WE are an equal opportunity employer, protecting and taking into consideration all protected characteristics as outlined by federal, state and local laws.

We will ensure that all individuals engaging in hiring and procurement activities understand the Modern Slavery Act, so they can identify any signs and address any suspicions they may have.

Regards,



Vivek Sharma
Corporate Quality Manager