

## **Human Trafficking Policy**

Northeast Electronics is committed to treating our employees, customers, suppliers, subcontractors and agents with integrity and social responsibility. Human trafficking or “trafficking in persons” is an umbrella term for the act of recruiting, harboring, transporting, providing, or obtaining a person for compelled labor or commercial sex acts using force, fraud, or coercion. Other terms employed interchangeably include involuntary servitude, slavery, and debt bondage.

Northeast Electronics will not tolerate nor condone the use of human trafficking in any form on our properties or by any employee, agent, subcontractor or supplier in the operation or support of our business. Northeast Electronics requires that its businesses, agents, subcontractors, and suppliers shall:

1. Not engage in or allow any form of human trafficking, whether by force, fraud, or coercion; or any form of involuntary servitude or slavery; or any form of sex trafficking or the procurement of any commercial sex act.
2. Not use any form of forced, involuntary or coerced labor, including through the use of: a) threats of serious harm to, or physical restraint against, a person or another person; or b) any scheme, plan, or pattern intended to cause a person to believe that, if the person did not perform such labor or services, that the person or another person would suffer serious harm or physical restraint; or c) any abuse or threatened abuse of law or the legal process.
3. Not engage in or support the use of child labor and shall comply with all applicable local child labor laws.
4. Not destroy, conceal, confiscate, or otherwise deny access by an employee to the employee’s identity or immigration documents, such as passports or drivers’ licenses.
5. 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, basic information regarding the key terms and conditions of employment, including wages and fringe benefits.
6. Comply with all applicable local wages, benefits, and working hours labor laws.
7. Not charge employees recruitment fees and shall not use recruiters that do not comply with local labor laws.

Northeast Electronics has a zero-tolerance policy regarding human trafficking of any kind, and we will periodically review and evaluate our internal operations and its supply chain to identify and assess activity that potentially risks violating this Policy.

We will train our employees on human trafficking, and our subcontractors and suppliers are required to review this policy and comply to it. We may periodically certify that you have read, understand, and comply with our policy and your national human trafficking laws and labor standards.