




Essex Solutions Inc.

Policy On Human Rights



A circular arrangement of diverse people, including men and women of various ethnicities and ages, looking upwards towards the center. They are smiling and appear to be in a positive, collaborative environment. The background is a plain, light color.

Essex Solutions, including its subsidiaries, are committed to acting with integrity in everything we do. We are dedicated to conducting business in a manner that respects, protects, and supports the advancement of human rights around the globe. We strive to uphold the global standards outlined in the United Nations' Universal Declaration of Human Rights and the International Labour Organization's Fundamental Conventions for responsible, integrity-based business, including non-discrimination and equal-opportunity, the freedom to associate and bargain collectively, the elimination of modern slavery or any type of forced labor, human-trafficking, and harmful or exploitative forms of child labor.

As a global business, Essex Solutions complies with the laws and regulations of the countries in which we operate and further promote and encourage human rights and integrity-based business through our own policies and practices, including:

- > *Essex Solutions Code of Ethics*, which embodies our ethical standards and core values for how we conduct business around the world.
- > *Essex Solutions Standards of Business Conduct*, which provides detailed guidelines for our employees and members of our value chain on how we will act as a Company and provides general guidance on the laws and policies that apply to all our employees.

- > *Essex Solutions Supplier Code of Conduct* and *Essex Solutions Conflict Minerals Policy*, which provide the minimum standards for doing business with us.
- > *Essex Solutions Environmental Policy*, which outlines our commitment to protecting the environment and the health and safety of our employees, customers, and neighbors.

In addition, we further outline our commitment to human rights around the globe in our regional employee handbooks and other policies. Our respect for and promotion of human rights aligns with our goals of sustainability, safety, collaboration, leadership, and respect.



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