

**Challenge Electronics**

95 E. Jefryn Blvd
Deer Park, NY 11729
Tel: 1-800-722-8197

Standard Operating Procedures**CE-0153.000****Slavery and Trafficking Policy Statement**

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Revision Date: 01/10/2018

Revision #: 1

To whom it may concern,

Challenge Electronics is committed to be a responsible member of the global community and is strongly opposed to slavery and human trafficking and as such, strictly adheres to the best of our knowledge, to international regulation associated to the matter. Various countries are known to be associated to slavery and human trafficking practices and, to the best of our knowledge, Challenge Electronics does not directly operate within said countries. Challenge Electronics suppliers however, do operate within said countries and Challenge Electronics requires suppliers to ensure slavery and human trafficking violations are not present within their supply chain.

Challenge Electronics maintains a policy to explicitly prohibit employees and agents to engage in all items related to the violation of human rights associated to slavery and human trafficking. The policy includes prohibition to engage in all forms of forced labor and human trafficking, child labor, withholding employee identity or immigration documents and procuring commercial sexual acts at any time. The policy ensures adhering to local labor laws, wage requirements, and minimum wage requirements. Upon employment offer, employees are provided a detailed and accurate employment agreement and are required to provide all documents to confirm allowable working including age requirements. When recruiters are used, the policy is applicable to recruiters and recruiters are expected to not charge employees recruitment fees. These standards are maintained to the best of the Challenge Electronics knowledge with many aspects detailed in length within the Challenge Electronics Employment Handbook.

Challenge Electronics supports efforts to eliminate all instances of slavery and human trafficking and associated injustices. Any direct or indirect funding of parties conducting in such atrocities are not condoned by Challenge Electronics. As such, Challenge Electronics maintains an in-depth policy and due diligence countermeasures to ensure slavery and human trafficking methods to the best of our knowledge are not included. If slavery or human trafficking are identified, the identifier must immediately report all matters associated to the discrepancy without fear of retaliation to the HR department. Employees and agents who are determined to be in violation of the company policy of slavery and human trafficking will be immediately terminated.

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Challenge Electronics expects all suppliers to establish an anti-slavery and human trafficking policy and due diligence countermeasures. Suppliers which do not adhere to this requirement, Challenge Electronics is determined to promptly discontinue business relationships with said supplier.

Sincerely,

Joshua Klyman
Engineering Director
Challenge Electronics