

Rinchem's Commitment to Human Rights

At Rinchem Company, Inc. ("Rinchem"), we are committed to respect Human Rights in the conduct of our business operations around the world. We strive to:

- Maintain the highest standards of integrity at all levels of our company.
- Comply with all applicable laws, rules and regulations relating to Human Rights.
- Participate with industry organizations in the promotion of human rights standards.
- Promote respect for human rights among our employees and within our supply chain.

We manifest this commitment through various policies and activities that reflect the importance of Human Rights including The Rinchem Code of Business Conduct (the "Rinchem Code"), The Electronics Industry Citizenship Coalition (EICC) Code of Conduct, and The Rinchem Labor and Ethics Policy.

All of our employees are required to certify annually in writing that they acknowledge and agree to comply with the Rinchem Code and we expect our employees to identify any potential breaches of our Human Rights policies. Possible violations can be reported directly to a supervisor, manager, director or the Human Resources department. An HR Anonymous and ESH Anonymous email is available to all employees 24-7 to raise concerns without any concern of retaliation. Rinchem does not tolerate any retaliation against anyone for reporting an actual or suspected violation of Human Rights.

Our Human Rights commitment is also reflected in the way we work with our suppliers. As a member of the EICC, we require our critical suppliers to adopt the EICC Code of Conduct that sets standards to help ensure that working conditions are safe, that workers are treated properly, and that business operations are conducted ethically. On an annual basis, we conduct independent, risk-based audits of our critical suppliers to ensure compliance with the EICC Code of Conduct and require remediation of unfavorable audit findings.

As we strive to maintain our commitment to the highest ethical business standards, Rinchem will continue to promote respect for Human Rights in its operations and supply chain and will seek continuous improvement of our policies and practices in furtherance of this commitment.