HUMAN RIGHTS

Epsilyte believes that respect for all people's dignity, rights, and aspirations is a cornerstone of business excellence. This position extends to every Epsilyte employee and to all people who work at any of Epsilyte's facilities around the world. We also expect our business partners to commit to similar values and standards. This position is integral to Epsilyte's values and Epsilyte's Code of Conduct ("Code"), which guides behavior and sets expectations for ethical conduct.

Compliance with the Code is fundamental to our human rights positions. The Code, approved by our Board of Directors, has been translated into French and English and describes our position on matters ranging from health and safety in the workplace to conflicts of interest, bribery, corruption, anti-harassment, sustainability, and citizenship. All employees must complete training to ensure they understand how the Code applies to their jobs, obtain guidance for questions and concerns, and report violations.

Living the values of integrity and respect for people is core to the way we do business and our commitment to protecting human rights.

- Epsilyte recognizes and respects applicable labor and employment laws — including those addressing freedom of association, freedom from harassment, privacy, and equal employment opportunity — wherever we operate. We believe that working positively and directly with employees best serves their interests. In addition, we strive to work cooperatively with duly chosen employee representatives in the common pursuit of the interests of the employees and the Company's mission.

- Epsilyte endeavors to positively impact the reduction of unlawful labor and child exploitation through compliance with child labor laws. Epsilyte understands that children may legitimately perform tasks that do not interfere with their education, do not negatively affect their health, safety, and development, and comply with applicable local, state, national, provincial, and international laws and regulations.

- Epsilyte holds our business partners accountable through Epsilyte's Supplier Code of Conduct and active engagement.

Brad Crocker
President & Chief Executive Officer