

California Transparency in Supply Chains Act

This statement outlines the efforts taken by Consolidated Aerospace Manufacturing (CAM) and its affiliated companies to prevent, detect, and respond to slavery and human trafficking within our business and throughout our supply chains and is made pursuant to the California Transparency in Supply Chains Act.

CAM is committed to ensuring that slavery and human trafficking are not taking place in our businesses or supply chains and, to this end, takes the following actions:

VERIFICATION

We continue to evaluate risks in our supply chain, including potential risk of slavery and human trafficking. Before considering a potential new supplier, we perform due diligence to ensure the supplier is not on the US and other international Restricted Party Lists. Suppliers who appear on the Restricted Party Lists are not considered as a source of supply.

POLICY REGARDING HUMAN TRAFFICKING AND SIMILAR CONDUCT

CAM and its affiliated companies (“the Company”) strictly prohibits its employees, contractors, suppliers, vendors and agents from engaging in any form of human trafficking or similar conduct. The following conduct is specifically prohibited:

1. Engaging in the recruitment, harboring, transportation, provision, or obtaining of a person for labor or services through the use of force, fraud, or coercion for the purpose of subjecting that person to involuntary servitude, peonage, debt bondage or slavery.
2. Engaging in sex trafficking, which means the recruitment, harboring, transportation, provision or obtaining of a person for the purpose of a commercial sex act, where the sex act is induced by force, fraud or coercion or involves a person under 18 years of age.
3. Procuring commercial sex acts.
4. Using forced labor.
5. Destroying, concealing, confiscating or otherwise denying access by an employee to the employee’s identity or immigration documents such as passports or drivers’ licenses.
6. Using misleading or fraudulent methods in recruiting or offering employment to persons, including making material misrepresentations regarding wages, benefits, location of the work, living conditions, housing and associated costs (if provided by the Company or its agents), any costs to be charged to the employee and hazardous nature of the work.
7. Using recruiters that do not comply with local labor laws of the country in which the recruiting occurs.
8. Charging employees recruitment fees.
9. Failing to provide return transportation or to pay the cost of return transportation for (a) an employee who is not a national of the country in which the work is performed and who was brought into that country to perform the work, or (b) for an employee who is not a U.S. national and who was brought into the U.S. to work on the contract or subcontract

where the payment of such costs is required under a temporary worker program or an agreement with the employee. Payment of return travel costs is not required where the employee is legally permitted to remain in the country of employment and chooses to do so following the completion of work.

10. Providing or arranging housing that fails to meet the host country's housing and safety standards.
11. Where required by law, failing to provide an employment agreement to the employee. Such agreement must be in the language the employee understands and describe all pertinent details of the employment.

Employees, contractors or agents of the Company who violate one or more of these prohibitions will be subject to disciplinary action up to and including termination of employment, contract or agency. Vendors and suppliers that violate one or more of these provisions will potentially lose our business. Any Company employee, contractor or agent who becomes aware of any such violation shall report it immediately to the Company's Human Resources Department.