



## Labor Policy

Coilcraft's facilities throughout the world shall implement a Labor Policy, which shall encompass the points listed below, as well as governmental legislation and contractual requirements, applicable in each locality. Coilcraft shall strive to continuously improve upon our labor activities.

- **Freely Chosen Employment** – Coilcraft shall not engage in or support the use of forced, bonded (including debt bondage) or indentured labor, involuntary or exploitative prison labor, slavery or trafficking of persons which includes transporting, harboring, recruiting, transferring or receiving persons by means of threat, force, coercion, abduction or fraud for labor or services.
- **Young Workers** – Coilcraft shall not engage in or support the use of child labor.
- **Working Hours** – Coilcraft shall comply with the local labor laws and industry standards for normal and overtime working hours.
- **Wages and Benefits** – Coilcraft shall ensure that the wages paid for the work provided, shall comply with applicable laws of the country in which the facility is located, including those relating to minimum wages, overtime hours, and legally mandated requirements.
- **Humane Treatment** – Coilcraft shall not support the use of sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse of employees or the threat of any such treatment.
- **Non-Discrimination** – Coilcraft shall not support unlawful discrimination of any form and is committed to a workforce free of harassment.
- **Freedom of Association** – Coilcraft shall respect the right of all employees to associate freely and will protect against acts of interference with the establishment, or the functioning or administration of an employee's organizations.

Globally, Coilcraft shall implement and maintain a documented system which will be committed to the maintenance of this Labor Policy.

Coilcraft shall consider compliance to this Labor Policy, as a preference factor when choosing suppliers.

A handwritten signature in black ink that reads "Thomas C. Liebman".

Thomas C. Liebman  
President  
January 22, 2018