



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 labor.
- **Child Labor Avoidance** – 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 always meet the legal requirements of the country in which the facility is located.
- **Human Treatment** – Coilcraft shall not support the use of corporal, mental, verbal or sexual abuse.
- **Non-Discrimination** – Coilcraft shall not support illegal discrimination of any form.
- **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". The signature is written in a cursive style with a large initial 'T'.

Thomas C. Liebman
President

November 14, 2012