



Anti-Slavery & Human Trafficking Policy

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms such as slavery, servitude, forced and compulsory labor and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. We (Microwave Components Inc.) are committed to acting ethically and with integrity in all our business relationships and take a zero - tolerance approach to slavery and human trafficking. We aim to comply with the Modern Slavery Act 2015 (MSA) and expect our suppliers, and their supply chains, to take all reasonable and practical steps to comply with the MSA. We also expect our suppliers, and their supply chains, to engage in ethical employment practices and to comply with all relevant legislation and regulations in the countries in which they operate. We do not have an intricate supply chain. Our suppliers are primarily franchise OEM's all of which have their own Anti - Slavery and Human Trafficking Policies.

- The following policies are relevant to monitor and reduce the risk of modern slavery occurring within our business or its supply chains: • This Anti-slavery Policy and Statement; • Procurement Policy • Reporting Breaches and Whistleblowing Policy and Procedure. Steps for the prevention of modern slavery. In our efforts to monitor and reduce the risk of modern slavery occurring within our business and its supply chains, we have carried out: • a risk assessment to determine the level of risk of modern slavery posed to our business; and a supplier risk assessment to identify if any parts of our business or our suppliers are at risk of modern slavery so that efforts can be focused on those areas. In light of these assessments, we have concluded that the risk of modern slavery occurring within our business and its supply chains is low.
- If anyone witnesses or believes an infraction has occurred or is incurring, it is your responsibility to bring it to Management's attention immediately for further investigation and prosecution.