

	<b>Title:</b>	<b>Kenson Plastics Commitment for the Protection and Respect of Human Rights</b>	<b>Number:</b>	<b>ORG-019</b>
			<b>Effective Date:</b>	<b>2014 JUL 15</b>
	<b>Approved By:</b>	<b>Christopher O'Leary</b>	<b>Revised Date:</b>	<b>2018 JUL 16</b>
	<b>Signature:</b>	<i>Signature on File</i>	<b>Revision Edition:</b>	<b>A</b>

**POLICY DECLARATION:**

Kenson Plastics Inc. is a family-owned business that has been manufacturing and assembling custom-made, precision pressure-formed plastics since 1972. Kenson specializes in engineered plastic components and enclosures and provides solutions across many markets to include aerospace, medical device, electronic component, and transportation industries. Our cost-effective results combine pressure-forming, complex machining and unsurpassed finishing work to meet the most exacting engineering and aesthetic requirements.

Kenson Plastics not only strives for excellence in the workmanship it produces, but also as a contributor to the community providing a viable future and enhanced quality of life for all impacted. Kenson values people and respects their individual dignity, rights, communities, societies and cultures.

Kenson Plastics Inc. is committed to respecting human rights in our operations and throughout our value chain. Kenson accepts the responsibility to cultivate respect for human relationships throughout the business to include all our stakeholders and communities that we impact. Kenson and its stakeholders are required to support and respect the protection of internationally proclaimed human rights; and to ensure that their policies and actions are not complicit in human rights abuses.

The Kenson Commitment for the Protection and Respect of Human Rights Policy is guided by the internationally recognized standards to include the UN Guiding Principles on Business and Human Rights.

**Kenson Human Rights Guiding Principles**

- Kenson adheres to the principle of free, prior and informed consent and follows all applicable laws relating to the rights of land and natural resources.
- Kenson understands and respects the right to safe drinking water and clean sanitation facilities as it is derived from the right to an adequate standard of living.
- Kenson does not tolerate the use of all forms of forced and compulsory labor. Kenson Plastics Inc. recognizes the suffering caused by human trafficking and slavery and are committed to ensuring that such activities shall not take place in our business and supply chains. We evaluate and address the risks of human trafficking and slavery by conducting due diligence through our sourcing evaluation process. Forbidden behaviors and acts shall include sex trafficking in which a commercial sex act is induced by force, fraud, or coercion, or in which the person induced to perform such act has not attained 18 years of age, or 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 subjection to involuntary servitude, peonage, debt bondage, or slavery. Exchange of money, employment, goods, or services of sex, including sexual favors or other forms of humiliating, degrading or exploitive behavior is prohibited.
- Kenson Plastics Inc. provides a safe, healthful, and productive work environment for its employees and guests to their fullest capability. Kenson requires working conditions in compliance with all applicable to nationally recognized laws and standards as well as Federal, State and Local regulations regarding worker health, safety, and security.
- Kenson prohibits discrimination on the basis of inequalities including race, ethnicity, ancestry, religion, gender, health or pregnancy status, sex, sexual orientation, language, protected age, political opinion, national or social origin, citizenship, non-disqualifying disability or other protected status, property and birth or other legally protected status.
- Kenson prohibits improper payments in the nature of bribes, kickbacks, or disclosed commissions / commissions in excess, or special favors in the conduct of our business and expects full compliance with all other applicable anti-corruption laws.
- Kenson prohibits the employment of anyone under the legal working age as defined by local law and / or the principles of this Policy, whichever is higher. Kenson does not tolerate the use of child labor. Kenson Plastics Inc. is committed to ensuring that it is in compliance with all local, state and federal regulations regarding labor law compliance to include the Child Labor Law (Act of 2012 P.L. 1209, No 151).
- Kenson prohibits the use of corporal punishment or other forms of physical and sexual harassment or abuse. Kenson recognizes that corporal punishment is a violation of human rights to respect physical

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integrity and human dignity, health, development, education and freedom from torture and other cruel, inhuman or degrading treatment or punishment.

- Kenson provides fair and equitable wages and other employment conditions in accordance with applicable local laws and / or other principles of this Policy and expects its stakeholders to conduct their wage practices in similar fashion.
- Kenson requires labor recruitment and employment procedures and protocols to be conducted in legal and ethical manners.
- Kenson upholds the freedom of association and the effective recognition of the right to collective bargaining. Kenson Plastics values and respects those employees and the detailed policies in the Agreement between Kenson Plastics Inc. and the United Electrical, Radio and Machine Workers of America (UE) and Local 690, United Electrical, Radio and Machine Workers of America (UE).
- Kenson supports a precautionary approach to environmental challenges and executes a systematic application of risk assessment, risk management and risk communication. When there is reasonable suspicion of harm, Top Leadership will apply precautions and consider the degree of uncertainty that appears from scientific evaluation.
- Kenson undertakes initiatives to promote greater environmental responsibility through recycling and conservation efforts.
- Kenson encourages the development and diffusion of environmentally friendly technologies to include electronic record storage as applicable and warranted.
- Kenson work shall ensure no corruption in all its forms, including extortion and bribery are permitted through its business transactions.

### **Kenson Due Diligence**

Kenson Plastics has established a program to mitigate the risk of human rights violations in our supply chain via our sourcing evaluation process.

At minimum, Kenson Suppliers must certify in purchasing agreements, purchase orders or terms and conditions that they understand Suppliers and their Sub-tier Suppliers are responsible for ensuring that all persons are aware of their requirement for the need to prevent the use of counterfeit parts, their contribution to product or service conformity, their contribution to product safety, and the importance of ethical behavior.

As every Kenson Plastics employee is an ambassador for the company, all employees are trained on the Code of Conduct, Business Conduct and Ethics and the policies on slavery and human trafficking as well as how to report violations.

Kenson Top Leadership reviews this and all their policies on a regular, periodic basis to ensure adequacy and relevance; resources are distributed and actively communicated as required and all employees are empowered to support these policies. Additional relevant policies and procedures include but are not limited to the following:

- ORG-021      Kenson Policy Against Modern Slavery & Human Trafficking**
- ORG-024      Kenson Mission Statement**
- ORG-025      Human Factors Policy**
- ORG-026      Ethical Workplace Behavior Acknowledgement**
- KPP-6.2-2     Employee Guidelines Manual**

Kenson Top Leadership provides avenues to their stakeholders to raise concerns and complaints such as reporting potential misconduct to managers, Human Resource professionals, anonymous feedback, customer surveys, and website communication platforms. Top Leadership monitors effectiveness of this policy, compliance to the Code of Conduct, and relevant internal and external systems at least annually to ensure due diligence has been accomplished.