



Human Rights Policy

PURPOSE

C&M Precision Tech strives to identify, prevent, and address actual or potential human rights issues within our scope of control and influence. In that regard, C&M Precision Tech fully supports and adheres to the International Labour Organization's Core Labour Standards. C&M Precision Tech does not tolerate human rights violations and will do business with partners who behave similarly.

SCOPE

This policy applies to all C&M Precision Tech officers and employees. It is intended to operate in conjunction with C&M Precision Tech's Vision, Mission, and Values, and other C&M Precision Tech corporate policies.

POLICY

A. Human Rights

C&M Precision Tech is committed to acting in a manner that evidences our belief in human rights, dignity, and fairness, as reflected in our Code of Conduct, Vision, Mission, and Values, and policies and processes, including our employment practices, non-discrimination policies, minimum age requirements, fair compensation practices, and our health and safety policies. Further, C&M Precision Tech will comply with all local laws and regulations regarding human rights.

C&M Precision Tech will not willingly or knowingly assist in any violation of human rights, benefit from human rights abuses, or remain silent when human rights violations are being committed.

B. Labor

C&M Precision Tech is committed to promoting human rights within its labor force. To that end, C&M Precision Tech:

- Respects the freedom of association and the recognition of the right to collective bargaining provided by law
- Works to eliminate all forms of forced and compulsory labor, including prison and bonded labor and prohibits the confiscation or withholding of identity documents



- Prohibits human trafficking and all definitions of child labor in support of its operations, including age verification per federal requirements
- Provides safe and secure working conditions for employees, contractors, and all others working on their behalf
- Does not tolerate discrimination with respect to employment and occupation, including not making employment-related decisions based on any characteristics protected by applicable law, such as age, color, gender, gender identity, national origin, physical or mental disability, race, religion, sexual orientation or any other legally protected personal basis
- Complies with all applicable wage and hour laws
- Is an at-will employer

C. Raising Concerns

All persons are encouraged to report any concerns regarding human rights to C&M Precision Tech by contacting C&M's Human Resources at HR@cmprecisiontech.com or 603-889-1330 or in writing to:

C&M Precision Tech
Attn: Human Resources
25 Flagstone Drive
Hudson, NH 03051

Any reported concerns may be made anonymously if desired and will be investigated and addressed as appropriate. Disciplinary action may be taken against any employee who is involved in violating any part of this policy. Remedial action may be taken when a non-employee or office is found to be in violation of this policy.