

## **Ethical and Human Rights Policy Statement**

### **Statement**

Stontronics Ltd has a long proud history of treating employees with respect and dignity. Starting in 1988, the hallmark of Stontronics Ltd culture is characterised by integrity, mutual and the confidence we demonstrate with our employees, customers, shareholders and suppliers.

### **Ethical Business Conduct**

This Human Rights Policy Statement reflects the Company's broader commitment to ethical business practices, which are embodied in Stontronics policy on General Business Conduct. These guidelines serve as the cornerstone of the company's business ethics and compliance program and require Stontronics Ltd board of directors, officers and employees to conduct business fairly, honestly and in compliance with all applicable laws, rules and regulations, including those protecting Human Rights. The company has appropriate mechanisms in place to internally monitor compliance with these guidelines and facilitate reporting of possible violations.

### **Protection of the Rights of Workers**

Stontronics Ltd is an Equal Opportunity Employer committed to providing its employees with a safe, non-discriminatory work environment that promotes open and honest communication and embraces dignity, respect and diversity in all aspects of its business operations. Stontronics Ltd further supports the elimination of all forms of forced, bonded or compulsory labour and the freedom of association. We believe that people should work because they want or need to, not because they are forced to do so. We prohibit the use of prison labour indentured labour, bonded labour, slavery or servitude.

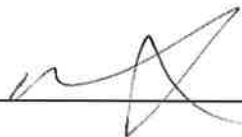
### **Protection of the Rights of Children and Young Workers**

Stontronics Ltd condemns all forms of exploitation of children. The company does not recruit child labour and supports the elimination of exploitative child labour. Stontronics Ltd also supports laws duly enacted to prevent and punish the crime of exploitation of children and will cooperate with the law enforcement authorities in these matters. We do encourage the creation of educational, training or apprenticeship programs tied to formal education for young people.

### **Expectation of our Suppliers**

Stontronics Ltd tries to ensure that all its suppliers also adhere to a similar Ethical and Human Rights Policy.

Signature: \_\_\_\_\_

A handwritten signature in black ink, appearing to be a stylized name, written over a horizontal line.

Position: **General Manager** \_\_\_\_\_

Date: **7<sup>th</sup> March 2018** \_\_\_\_\_

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