



Policy Against Human Trafficking & Slavery

1. THE EMPLOYEES AND AGENTS OF MATRIX ELECTRONICS LIMITED ARE EXPLICITLY PROHIBITED FROM THE FOLLOWING:
 - engaging in all forms of forced labor and human trafficking (also referred to as modern slavery) and child labor,
 - withholding employee identity or immigration documents,
 - using recruiters that do not comply with local labor laws of the country in which the recruiting takes place,
 - charging employees recruitment fees,
 - procuring commercial sex acts during the length of the contract.
2. MATRIX ELECTRONICS LIMITED DOES NOT HIRE ANY FOREIGN OR DOMESTIC MIGRANT WORKERS.
3. MATRIX ELECTRONICS LIMITED ENSURES THAT ITS EMPLOYEES, INCLUDING THOSE HIRED BY RECRUITERS, ARE APPROVED WITH DETAILED AND ACCURATE EMPLOYMENT AGREEMENTS OR SIMILAR WORK PAPERS, PRIOR TO RELOCATION IN CASES WHERE THE EMPLOYEE MUST RELOCATE TO PERFORM THE WORK, AND IN A LANGUAGE UNDERSTOOD BY THE EMPLOYEE.
4. MATRIX ELECTRONICS LIMITED ENSURES THAT DOCUMENT CHECKS (INCLUDING PROOF OF AGE DOCUMENTS) OF ALL EMPLOYEES BEFORE THEY BEGIN WORKING TO CONFIRM THEY ARE ALLOWED TO WORK ACCORDING TO LEGAL STANDARDS AND APPLICABLE COMPANY POLICIES.

A handwritten signature in black ink that reads "Kieran". The signature is written in a cursive, slightly slanted style with a horizontal line underneath the name.

Kieran Healy
President
Matrix Electronics Limited