
CHILD AND FORCED LABOR

POLICY

Child and forced labor remain pervasive problems throughout the world, including in areas where Pyrotek operates. Pyrotek Incorporated and its subsidiaries (“Pyrotek”) endeavor to engage in employment practices that meet the highest legal and ethical standards regarding the treatment of all people. Pyrotek will not tolerate the use of child or forced labor, nor exploitation of children in any of its global operations and facilities.

Pyrotek has adopted the following Principles and Guidelines, based on International Labor Organization (ILO) conventions and national laws, to express its commitment to treat all people with dignity and respect.

We expect all people and entities we conduct business with to uphold these Principles.

PRINCIPLES

For purposes of these Principles,

A “child” is anyone who is less than 15 years of age, regardless of any local law or regulation that permits a worker to be less than 15 years of age.

“Forced labor” is any type of work that results from situations where a person does not offer him or herself voluntarily. Forced labor can result from coercion through any type of penalty, including violence or intimidation, accumulated debt, retention of identity papers, threats of denunciation to immigration authorities, or other similar tactics.

“Hazardous work” is any work that jeopardizes a child’s physical, mental or moral health, including work that exposes children to physical, psychological or sexual abuse. Such work may include work underground, under water, at dangerous heights, or in confined spaces, work with dangerous machinery, equipment and tools, or work that involves the manual handling or transport of heavy loads. Hazardous work may also include work in an unhealthy environment that could expose a child to hazardous substances, processes, temperatures, noise levels or vibrations, and work which requires long hours during the night or work where a child is unreasonably confined to the premises of the employer.

PRINCIPLE 1

Pyrotek does not engage in or condone the unlawful employment or exploitation of any child in any of its global operations and facilities, which includes worldwide affiliates, subsidiaries, and joint ventures. Pyrotek complies with all applicable child labor laws, including those related to wages, hours worked, overtime and working conditions.

PRINCIPLE 2

Pyrotek prohibits the use of forced labor and any physical punishment, abuse or involuntary servitude of any worker.

PRINCIPLE 3

No person under the age of 18 can be employed for hazardous work.

GUIDELINES

In support of the Principles above, Pyrotek observes the following guidelines:

- 1) Local management is responsible for compliance with this Policy, including implementing processes and procedures consistent with and in furtherance of the Principles.
- 2) General Managers will work with local management to (1) determine appropriate indicators and metrics in support of this policy and (2) develop a monitoring plan to collect and review data in support of such metrics and indicators. Monitoring results will be reviewed at each General Manager meeting.
- 3) In locations where local laws or regulations define a minimum employment age greater than 15 years of age, or impose more stringent restrictions on the activities of a child in the workplace, such laws and regulations shall be observed.
- 4) Pyrotek expects its suppliers, subcontractors, or service providers to have and uphold similar Principles and abide by relevant laws in countries wherein they operate. Engagement in any behavior or practice by Pyrotek's suppliers, subcontractors or service providers in violation of the Principles is not tolerated. If such behavior remains uncorrected, the business relationship shall be discontinued.
- 5) If you are aware of or suspect any violation of this Policy, please report it to your manager, your local HR representative, or send an email to ComplianceTraining@pyrotek.com.