



## **Respecting Human Rights and Combating Trafficking in Persons**

**Allcom Products Illinois LLC (“Allcom”) has adopted the Responsible Business Alliance (RBA) formerly the Electronic Industry Citizenship Coalition® (EICC) Code of Conduct as a guideline for its own supply chain code of conduct related to worker safety and fairness, environmental responsibility and business ethics as described herein. The RBA Code of Conduct may be viewed at: <http://www.responsiblebusiness.org/standards/code-of-conduct/>**

**Allcom is all about people; our employees, customers and suppliers. We also recognize that our business takes place amid a diversity of cultures, customs, races, religions, political institutions and laws. We are committed to upholding core values which are influenced by, and reflect a respect for, human dignity and fundamental human rights.**

**Allcom has implemented policies and practices that support our commitment to protect and advance human dignity and human rights in our business practices.**

**These are policies designed to:**

**Support the health, wellness, and safety of our employees;**

**Foster a work environment that is free from harassment and discrimination;**

**Combat human trafficking and use of forced labor;**

**Prevent the use in our products of “conflict minerals” that are supplied from sources that benefit armed groups in the Congo or adjoining countries;**

**Promote integrity and fairness in our relationships with employees, customers, and suppliers;**

**Protect the environment and support our communities;**

**Ensure compliance with all applicable laws.**

**We condemn human rights abuses and support the United Nations (UN) Guiding Principles on Business and Human Rights.**

**Although governments have the primary duty to protect the rights and promote the welfare of their citizens, we recognize that we have a corporate responsibility to respect human rights in the operation of our business and implement the UN human rights framework to protect, respect and remedy. We expect that our employees will always abide by both the letter and spirit of these and other company policies and processes in all of their dealings. We expect everyone with whom we conduct business to observe similar standards respecting human rights.**