



CURTIS



Jan. 2022

To Our Valued Customers,

This year, Curtis has engaged with Assent Compliance in order to provide requested Curtis compliance data regarding Human Trafficking and Slavery (HTS). Please coordinate with Assent for obtaining Curtis' HTS declarations through the email link: curtisinstrumentrequests@assentcompliance.com

Global HTS Statement

1. Curtis Instruments, Inc. believes that businesses have a central role to play in combating modern slavery. We seek to prohibit all forms of modern slavery throughout our global organization, operations and supply chains. We are committed to fair labor practices and protecting workers against labor rights violations. In the spirit of openness and transparency, this voluntary statement describes the actions Curtis Instruments, Inc. will take to further ensure that slavery and human trafficking are not occurring in our business and supply chains. It constitutes our slavery and human trafficking statement for the fiscal year ending on November 30, 2018.
2. Curtis is now working with a third-party provider, Assent Compliance, to help identify and address risks of modern slavery throughout our supply chain. In early 2018, Assent will begin surveying Curtis suppliers for slavery and human trafficking risk using the STRT (www.sraglobal.org). Curtis will then compile key performance indicators to measure progress against reducing risk once it completes its initial Curtis supply chain risk screening process. Risk screening will collect data on known enablers and contributors of modern slavery, such as recruitment fees. Suppliers are requested to provide documentation to support their answers to the STRT where relevant. Curtis is committed to working with its suppliers to address any identified risks, including provision of supplier training on slavery and human trafficking.
3. As part of our new supplier evaluation process, Curtis will visit component suppliers with added purpose to verify a Curtis-acceptable standard of working conditions. Our supplier audit questionnaires contain queries regarding human trafficking and slavery standards, implementation of supplier due diligence procedures and evidence of certification regarding such standards. Poor progress by a supplier regarding HTS preventative and corrective actions may result in the imposition of penalties and systemic non-engagement may result in supplier disqualification.

Signed _____

James Cardinal

Corporate Compliance Manager



CURTIS



Compliance with UK Modern Slavery Act 2015

Purpose of this Statement

This statement is made by Curtis Instruments (UK) Ltd., located at 5 Upper Priory Street, Northampton, NN1 2PT, England, pursuant to the Modern Slavery Act 2015, and covers the calendar year ending in December 2016 and plans for 2017.

Our Policies and Commitments

Curtis Instruments (UK) Ltd. is a wholly owned subsidiary of Curtis Instruments, Inc., -'Curtis' - located at 200 Kisco Ave., Mount Kisco, New York, 10549, USA. Since 1960, Curtis has been a global technology leader in the electric vehicle industry and has a proud history of employee welfare. Curtis operates all subsidiaries according to the highest international standards and practices: equal employment opportunity, fair labor practices, human rights, dignity, respect and fair treatment. Because Curtis operates its own factories, the company is in full control of operating conditions and human resources management. Curtis sources components from reputable, well-known international suppliers, all of whom are regularly inspected and audited by Curtis and other major European and American manufacturers.

The corporate culture cornerstone of Curtis worldwide is "People are our Most Important Resource." This operational principle is our first and most important tenet to which all Curtis companies worldwide strictly adhere. This starts with compliance to the United Nations Universal Declaration of Human Rights of 1948. All Curtis factories and worldwide operations are in strict compliance with the UK Modern Slavery Act 2015 provisions. Curtis absolutely does not utilize child labor, indentured servitude, slavery, or human trafficking or any other practice that subjugates human beings. Furthermore, it is the Curtis worldwide practice to ensure our factories provide excellent working conditions for all employees, with standard, regulated work hours, fair pay, and clean, safe, and comfortable work environments. Curtis adheres to, or surpasses all local laws regarding work hours, social regulations, employment and labor laws, safety regulations and all other laws assuring employee wellbeing. We can confidently say that there is zero risk at any Curtis location worldwide of slavery, indentured servitude or any related form of abuse. Curtis has a zero-tolerance policy approach to all forms of slavery and human trafficking or any other criminal activities that violate basic human rights.

Curtis regularly visits and audits our suppliers to assure a high standard of working conditions as part of our standard supplier evaluation. We are confident that Curtis suppliers worldwide operate in compliance with the UK Modern Slavery Act 2015. Curtis is presently engaged in the process of conducting additional reviews to assure compliance with the strict standards of Curtis Corporate Social Responsibility requirements. To further reinforce the letter and spirit of the Modern Slavery Act 2015, Curtis is introducing a specific compliance clause within our standard procurement contracts, and additional requirements in the Curtis supplier approval process. A letter to all existing suppliers will be distributed making reference to this statement, and reinforcing our expectation of best ethical practices within all aspects of the Curtis supply chain. Curtis requires each supplier to comply with all applicable laws, rules and regulations, and further, Curtis expects all suppliers to enforce strict policies against slavery and human trafficking.

Endorsement of this Statement

The Senior Management and Board of Curtis Instruments (UK) Ltd. UK recognises the absolute importance of the matters considered in this Statement and the Modern Slavery Act. We will continue to take all measures necessary to ensure that slavery and human trafficking have no place in Curtis UK's business operations. The Company welcomes this opportunity to restate its commitment to ethical and responsible practices in all parts of Curtis Instruments, worldwide.

Mark Ankers

*Vice President, European Sales Group (Operations)
and Director, Curtis Instruments (UK) Ltd.*

5 Upper Priory Street
Northampton NN1 2PT
ENGLAND

www.curtisinst.co.uk