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February 14, 2018

Dear Valued Customer:

Subject: Policy against Human Trafficking and Slave Labor

Westak, Inc. is a U.S. based printed circuit board manufacturer that understands change and adapts to evolving economic, social, and environmental conditions for a better future. While the size of our company does not require us to document compliance to California's SB 657 or the UK Modern Slavery Act, Westak does not condone human trafficking or slave labor.

Westak prohibits trafficking in persons and slavery. Westak employees, contractors, vendors and others through whom Westak conducts business must not engage in any practice that constitutes trafficking in persons or slavery.

This includes, but is not limited to, the following practices:

- Engaging in any form of trafficking in persons.
- Procuring commercial sex acts.
- Using forced or child labor in the performance of any work.
- Destroying, concealing, confiscating, or otherwise denying access by an individual to the individual's identity or immigration documents, such as passports or drivers' licenses, regardless of issuing authority.
- Using misleading or fraudulent practices during the recruitment of candidates or offering of employment positions; such as failing to disclose basic information or making misrepresentations regarding key terms and conditions of employment.
- Using recruiters that do not comply with local and US labor laws.
- Charging applicants/candidates recruitment fees.

Westak is committed to ensuring there is no modern slavery or human trafficking in our supply chains or in any part of our business. We acknowledge that these are worldwide problems that are not limited to a specific age, sex, or region. We strive to have strong, positive, corporate responsibility and continue to monitor changing legislation to ensure compliance.

Best regards,

A handwritten signature in black ink, appearing to read 'Debby Hall'.

Debby Hall  
Director of Business Services