



Corporate Social Responsibility Expectations for Suppliers

FoxGuard Solutions, Inc. (“FoxGuard”) believes that every organization has a responsibility to comply with relevant laws and regulations, and support reasonable efforts in the areas of human rights, ethical conduct, health and safety, and preservation of the environment (commonly known as Corporate Social Responsibility, or, CSR). We select suppliers that share our values concerning CSR issues including, but not limited to, those listed below. Our commitment to you is to conduct our business with the same considerations as we expect of our suppliers.

Equal Opportunity / Affirmative Action Employment

FoxGuard Solutions is an equal opportunity employer. We will extend equal opportunity to all individuals without regard to race, religion, color, sex, pregnancy, sexual orientation, gender identity (includes LGBTQ), national origin, disability, age, genetic information, or any other status protected under applicable federal, state, or local laws.

As a supplier to FoxGuard, we request that you take action to ensure that your employment practices are non-discriminatory and that you undertake affirmative action efforts where appropriate.

Health and Safety in the Workplace

FoxGuard Solutions is dedicated to creating a safe and secure workplace for employees, including compliance with the Occupational Safety and Health Administration's laws that require employees to report all accidents, injuries, potential safety hazards, safety suggestions and health and safety related issues to management. The Company does not tolerate threatening or hostile behaviors, physical abuse, vandalism, use of weapons or any similar kind of violent acts.

FoxGuard requests its suppliers to provide an equally safe and healthy environment for its employees.

Human Rights

In accordance with the [Universal Declaration of Human Rights](#), FoxGuard recognizes the “inherent dignity and equal and inalienable rights of all members of the human family”. FoxGuard will not be a party to human rights abuses such as slavery, forced labor, child labor, and human trafficking. We will uphold human rights at all times and in all of our business activities, treating all with dignity and respect.

FoxGuard requires its suppliers to adhere to the same human rights principles and practices.

Conflict Minerals

FoxGuard supports the Responsible Minerals Initiative (formerly the Conflict-Free Sourcing Initiative) for the conflict-free sourcing of the 3TG minerals, Tantalum, Tin, Tungsten, and Gold. Further, FoxGuard has



legal and contractual obligations to keep its supply chain free of minerals sourced from smelters benefitting from conflict within regions such as the Democratic Republic of Congo.

We therefore require, on an annual basis, a formal Conflict Minerals Reporting Template (CMRT) listing the smelters included in your supply chain. If any smelters are found to be non-compliant with RMI principles, we will work together with you to eliminate the smelters from the supply chain.

FoxGuard further encourages suppliers to establish an internal Conflict Minerals Policy and conduct on-going due diligence to ensure that products in the supply chain are responsibly sourced.

The Environment

FoxGuard's Environmental Policy encourages all employees to work together to reduce our company's impact on the environment and to meet or exceed all applicable environmental laws and regulations. FoxGuard sources materials that are compliant with national and international legislation pertaining to the Restriction of Hazardous Substances (RoHS) and other toxic substance act, energy efficiency, and electronic waste.

We ask our suppliers to integrate environmentally friendly systems and processes wherever feasible, comply with applicable environmental legislation, and participate in the industry-wide effort to control restricted substances in products. Further, FoxGuard asks that suppliers include RoHS, REACH, and mercury-free / lead-free product information with product deliveries and/or invoices.

Supplier Evaluation

FoxGuard realizes the complexity of CSR issues, and we sincerely appreciate the time and effort of our suppliers in addressing them. We reserve the right to evaluate, from time to time, the efforts of those in our supply chain towards effective corporate social responsibility. Non-compliance with any of the requirements contained herein may result in corrective action, and the failure to work with FoxGuard or a third party to correct non-complying situations may result in the termination of the business relationship.