VOLTAGE
MULTIPLIERS
INC.

8711 W. Roosevelt Ave.
Visalia, CA 93291

559 651-1402
FAX 559 651-0740 or
FAX 559 651-1509
www.voltagemultipliers.com

Human Rights Policy

Introduction

Voltage Multipliers, Inc. (VMI) acknowledges and respects the principles contained in the United Nation's Universal Declaration of Human Rights. VMI's Human Rights Policy reflects the company's commitment to conduct its business in a manner consistent with these principles and to respect human rights within the company's sphere of influence. VMI demonstrates global leadership in responsible workplace practices, and endeavors to conduct its business operations in a manner that respects human rights. The company's core values and culture embody a commitment to ethical business practices and good corporate citizenship.

Ethical Business Conduct

VMI's policies require that its business be conducted with honesty and integrity, and in full compliance with all applicable laws. Company policies establish clear ethical standards and guidelines for how we do business and establish accountability. All company associates are required to obey the law and comply with specific standards relating to legal obligations, ethics, and business conduct. The company has clear accountability mechanisms in place to monitor and report on compliance with these directives.

Responsible Sourcing

VMI expects that its business partners and suppliers will strive to conduct business consistent with our policies and standards on diversity, social responsibility and community engagement. Failure to do so could jeopardize the ability to do business with our Company.

Commitment to Human Rights

VMI implements a human rights due diligence and risk management process to identify, prevent and mitigate relevant risks. We provide associates with a variety of means, including anonymous channels, to report unethical behavior. The company will not tolerate any retaliation toward individuals who have

3/30/2021

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raised such concerns in good faith, and has in place systems to protect against retaliation. VMI works to raise awareness concerning human rights within its sphere of influence, and commits to cooperating, as appropriate, with law enforcement authorities to address any such instances of exploitation of which the company becomes aware. VMI has a long history of supporting programs and partnerships that help people obtain education and work experience to prepare for and find meaningful employment.

Workplace Policies

VMI strives to provide a safe and healthy working environment for all its associates. Our workplace policies and practices include commitments on:

Harassment and Non-Discrimination: VMI supports and upholds the elimination of discriminatory practices with respect to all aspects of employment, and promotes and embraces diversity and inclusion within its business operations.

Ethical Recruitment: VMI implements a "no fees" recruitment policy. We do not ask for money or charge fees to the applicant as part of the application process.

Child Labor: VMI does not recruit child labor and condemns all forms of exploitation of children.

Freedom of Association: VMI supports the freedom of association and the right to choose a collective bargaining representative, if desired.

Forced Labor and Human Trafficking: VMI supports the elimination of all forms of forced, bonded or compulsory labor and provides associate training on human trafficking awareness and prevention.