



industrial nameplate inc.

29 Indian Drive, Ivyland PA 18974
info@industrialnameplate.com
Phone 215-322-1111
Fax 215-322-1112

February 24, 2021

Re: Policies Regarding Slavery & Human Trafficking (STRT)

Dear Customers of Industrial Nameplate:

Industrial Nameplate, Inc. uses the best practices available to comply with all laws and regulations of the United States of America. Regarding the concern of slavery and human trafficking, Industrial Nameplate:

- Has operations only in the United States of America (USA)
- Works only with suppliers who operate in the USA
- Does not employ low-skilled foreign or domestic migrant workers
- Does not hire outside recruiters
- Does not knowingly source material from the Xinjiang Uyghur Autonomous Region of China
- Does not knowingly source labor from the Xinjiang Uyghur Autonomous Region of China
- Does not engage in any form of forced labor
- Does not engage in child labor
- Does not withhold worker identity or immigration documents
- Does not charge workers or potential workers recruitment fees
- Does not procure commercial sex acts
- Will comply with all applicable safety standards and regulations if providing or arranging housing
- Allows workers, including migrant workers to cancel their work contracts at any time, subject to giving reasonable notice in accordance with local law or a collective agreement
- Provides wages that meet our host country legal requirements
- Provide workers with detailed and accurate work agreements, prior to relocation if required, in a language understood by the worker
- Performs document checks of all workers before they begin work, to confirm they are allowed to work per legal standards and organizational policies
- Requests any employee to file a complaint with our HR department, or if HR is unresponsive or the employee is uncomfortable with HR, the employee should notify management directly

We intend to only hire contractors, vendors, suppliers that comply with these policies and do not knowingly or intentionally deviate from these values. We welcome you to contact us with any questions.

Sincerely,

John Stitzer

John Stitzer, President
Industrial Nameplate, Inc.

www.industrialnameplate.com