



Precise Time and Frequency's Policy on Human Trafficking and Slavery

At Precise Time and Frequency, we are committed to being a responsible corporate citizen. This policy includes upholding the human rights of workers and treating all workers with dignity and respect. Precise Time and Frequency prohibits slavery, trafficking of persons, forced labor, involuntary prison labor, or any other form of non-freely chosen employment. This is part of the mandatory training that all employees and contractors receive.

Precise Time and Frequency believes in working with suppliers who are equally invested in being responsible corporate citizens, and we expect our suppliers to be responsible by adhering to the laws and regulations in the countries where they do business.

Precise Time and Frequency communicates with our suppliers about our company, culture, and expectations. Precise Time and Frequency evaluates suppliers for the risk of human trafficking and other forced labor and that they comply with the most recent version of the Responsible Business Alliance (RBA) Code of Conduct.

Precise Time and Frequency places equally stringent expectations on its employees to be accountable regarding ethical and legal conduct. Precise Time and Frequency requires all employees including management to read and understand this policy, uphold the standards in their day-to-day activities, and comply with all applicable company policies. Suppliers and employees have a duty to report any violation of our policies or violation of the law, including labor laws, to their management.