

This policy ensures that Tosoh Quartz Inc. complies with s.54 of the Modern Slavery Act 2015 and sets out the responsibilities for employers and employees.

**Slavery and Human Trafficking Statement**

Tosoh is committed to maintaining and improving systems and processes designed to reduce the possibility of complicity in human rights violations related to our own operations, our supply chain, and our products. Tosoh realizes that slavery and human trafficking can occur in many forms, such as forced labor, child labor, domestic and indentured servitude, sex trafficking, and workplace abuse. Therefore, we will use the terms "slavery and human trafficking" to encompass these various forms of coerced labor. We have taken steps to minimize the chances that slavery and human trafficking are taking place in our supply chains or other parts of our business.

Our Social Governance Commitment as well as our Standards of conduct cover a wide group of requirements. We have a commitment to work toward improving and implementation of the Responsible Business Alliance (RBA) Code of Conduct across our supply chain. The RBA Code contains specific requirements covering slavery and human trafficking.

**Organization's Structure**

Tosoh Quartz, Inc. was incorporated in the year 2000 but has been in operation in the United States since 1957 and in Europe since 1992. Located in Portland, Oregon and Durham, England, Tosoh Quartz, Inc. produces quartz glassware for the semiconductor industry for use in the processing of integrated circuits.

**Our Supply chain**

Tosoh undertakes efforts aimed at minimizing the chance that there is human trafficking or slavery of any form in our supply chain. Tosoh takes steps to verify, evaluate and address risks of slavery and human trafficking in our supply chain. The first step in this process is to set clear expectations for all of our suppliers; those who provide direct materials as well as those who provide services. These expectations are codified in Tosoh's requirements to be in full compliance with RBA requirements.

**Policies and code of conduct**

Tosoh Quartz, Inc. is committed to our internal written operating philosophies, values and standards of conduct. These standards uphold the human rights of all workers such as to freely choose employment, no child labor, limits to the number work hours allowed, proper wage and benefit practices, humane treatment, non-discrimination, and freedom of association and treating others with dignity and respect.

Our standards, philosophies and values align with the RBA Code of Conduct. Tosoh does not allow harsh or inhumane treatment, including corporal punishment or the threat of corporal punishment... We expect our suppliers and others to meet these expectations.

We notify our suppliers of their responsibilities under the Tosoh Standard of Conduct and the RBA (EICC) Code. Tosoh's expectations of its suppliers are detailed in our Foreign and bonded labour policy document.

**Accountability & Training**

Tosoh CEO sets the tone for our ethical culture and holds managers accountable for communicating ethics and compliance expectations. Each year, our CEO communicates with senior managers regarding the importance of ethics and legal compliance. We believe this to foster an ethical and legally compliant culture. The Tosoh ethics training directs employees to consider both short-term and long-term impacts on human rights and the community when making business decisions, and to report potential issues as soon as they are identified. Employees are expected to complete training on the Tosoh Standard of Conduct when they join the company and Ethics annually thereafter.

Signed: \_\_\_\_\_ Date: 2/15/2022  
Position:                     PRESIDENT + CEO