

IHI Connectors® Statement on Forced Labor, Child Labor, and Import Restrictions on Polysilicon and Aluminum from the Xinjiang Region of the People's Republic of China (PRC)

IHI does not use any polysilicon in its products.

IHI does not import any production items from the Xinjiang region of the PRC whether finished goods, semi-finished goods, or raw materials.

IHI has no direct suppliers of production items in the Xinjiang region of the PRC.

IHI products are substantially made in the USA and are subject to the full scope of labor laws which include not using any child labor or forced labor.

Child labor is illegal in the USA. IHI does not participate in it.

IHI has 40 years of history with no single case of child labor on file with the US Department of Labor.

IHI complies with all USA federal, state, and local laws.

IHI directly purchases raw materials from sources in the USA and Canada only.

Finished or semi-finished goods that are imported indirectly may include raw material from Europe, the Middle East, Latin America, Canada, and non-PRC Asia and Australia.

IHI is not aware of any Xinjiang region sourced raw aluminum being used as a raw material in its products but there is no current system in place to know that for certain since ingot and scrap aluminum are globally traded.

Generally, Xinjiang region and Russian aluminum has been/is being rejected by Western sourcing for use as a raw material and that is likely to continue but there is no "CMRT" like method to ensure that is in place as of now.

IHI fully expects that the aluminum mills in the USA and Canada that import raw materials will safeguard their inventories by doing the due diligence on material they purchase.

IHI intends to ask for those assurances from its suppliers in North America who may import aluminum.

IHI requires that all of its suppliers comply with all applicable domestic and international regulations, including banning the use of forced labor and only using smelters who are present on the Global Approved Smelter List.

IHI suppliers who fail to comply with regulations are subject to corrective action, including potential termination of the business relationship and legal action should a supplier fail to make amends.

All IHI employees are required to comply with all local, state, and US national laws while conducting business on behalf of IHI. Employees are directed and encouraged to report any grievances and violations to their immediate manager and/or IHI senior management via email, telephone, or face-to-face communication. Employees who report concerns are protected from retaliation by the laws of the US Department of Labor and internal IHI policy. Appropriate action will be taken to address the concern commensurate with the severity of the concern.

The CMRT sourcing for tin metal is in place and IHI has proper documents in place using the Global Approved Smelter List.

IHI plans to comply with the UFLPA Uyghur Forced Labor Prevention Act as best it can where there may be a possibility of forced labor being used to make aluminum by not buying from the Xinjiang region of the PRC and asking IHI suppliers to do the same.

While IHI is fairly certain that any Xinjiang region content in IHI products is extremely unlikely in 2023 we do not know how to prove that beyond any doubt until the methodologies are created to make those assurances.

IHI is a private company and does not do third party audits on politically polarizing affairs, social or otherwise, except for the constructive purpose of its ISO 9001 quality certification and for the safety of our employees with city and state safety, fire prevention, and Environmental Protection Agencies.

The US Department of Labor does not have aluminum on its list for any infraction for any country – even those countries involved in child labor for say, farm goods and crop gathering.