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## **MODERN SLAVERY STATEMENT**

April 2024

Zago Manufacturing Company, Inc. ("Zago") is committed to improving our practices to combat slavery and human trafficking. We recognize that slavery and human trafficking is a real yet hidden issue in our society. We will not tolerate slavery and human trafficking in our business or supply chain. We are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure that any form of slavery is not taking place in our own business or supply chains.

### **Zago Organization**

We are a manufacturer of self-sealing fasteners and sealing switch boots operating from a single location in Newark, New Jersey, USA. Our products are primarily sourced in the US and through US-based distributors.

### **Relevant Policies**

We have several internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

- Recruitment – we operate a robust recruitment policy, including conducting eligibility to work in the US, checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
- Whistleblowing – our whistleblowing policy ensures that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisal.
- Health and Safety – this policy sets out our approach to ensure we provide a healthy working environment for our staff and contractors that work outside of our premises.

### **Our Supply Chains**

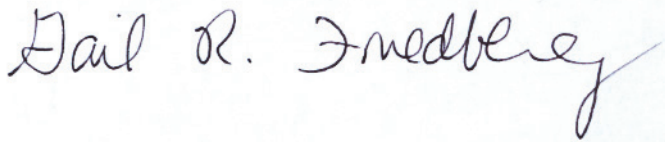
Our supply chains are primarily based in the United States with limited importation from other countries including suppliers of raw materials (primarily metal and rubber products), suppliers of indirect services (professional services, facilities, sales and marketing agencies) and distributors of our products.

We conduct due diligence on all suppliers assessed by our Quality Team as critical and/or major to the business before allowing them to become one of our suppliers. This due diligence includes assessing ISO Certificates, Certificates of Compliance, D&B evaluations to determine the financial stability of the supplier as well as carrying out supplier audits, where appropriate.

### **Further steps**

We intend to take the following further steps to combat slavery and human trafficking:

1. risk assess all new suppliers using the Global Slavery Index and ask them to certify that they have taken steps to eradicate modern slavery within their own organization and supply chain;
2. notify all existing suppliers of our expectations and their obligations in relation to the prohibition of modern slavery;
3. incorporate anti-slavery and human trafficking obligations into procurement agreements and subcontracting arrangements on a risk assessed basis;
4. include appropriate measures in our due diligence processes for sourcing suppliers, subcontractors and acquisitions on a risk assessed basis; and
5. provide training to relevant employees to ensure a high level understanding of the risks of modern slavery and human trafficking.

A handwritten signature in black ink on a light blue background. The signature reads "Gail R. Friedberg" in a cursive, flowing script.

Gail Friedberg Rottenstrich  
CEO  
Zago Manufacturing Company, Inc.