

Forced Labor Initiative

Sealco Commercial Vehicle Products, Inc. (**Sealco CVP**) Forced Labor Initiative is based on the Company's commitment to find practical, meaningful, and culturally proper responses to support the elimination of forced labor practices. It has been formulated in consideration of the global impact forced labor creates. It endorses the need for appropriate initiatives to progressively eliminate these abuses.

Policy

Sealco CVP prohibits the use of forced labor.

We do not employ anyone under the age of eighteen years of age in the workplace.

We do not engage in any child labor on site, and to the best of our ability, in our supply chain.

A system of checking and keeping records of workers at the time of employment, to determine proof of age is in place and monitored on a regular basis.

Mechanisms are in place to create awareness and challenges about human rights and the prohibition of forced labor, and to communicate these issues/challenges throughout our entire supply chain and company culture.

No employee is made to work against his/her will or work as bonded/forced labor or be subject to corporal punishment or coercion of any type related to work.

Implementation

The implementation of the policy at our facility is the responsibility of our Human Resource Department who does not allow minors to enter the site as workers.

There is a zero-tolerance policy towards its breach.

Employment contracts and other records, documenting all relevant details of the employees, including age, are kept at all sites and are open to verification by any authorized personnel or relevant statutory body.

The Human Resources Department provides an annual report on all reported, if any, incidents of forced labor to the functional head.

Monitoring & Audit:

Periodic assessment is conducted by the Human Resources Department and undertakes random checks of records annually.

Sincerely,



Ritsa McLerran
Human Resource Department