

## Child Labor and Modern Slavery Policy

Switch Components declares that it is committed to upholding ethical labor practices. Switch Components upholds the following policies regarding modern slavery, forced labor, and child labor:

- **FORCED LABOR:** Any form of forced, involuntary, or bonded labor, including human trafficking, debt bondage, and slavery is strictly prohibited. This encompasses coercion, physical or psychological intimidation, or any forced exploitation.
- **CHILD LABOR:** Switch Components strongly opposes the employment of individuals below the legal minimum working age defined by applicable laws and international standards. Under no circumstances is the exploitation of children in any form tolerated within our operations or supply chain.

Signed: Samuel Kenny



Role: Product Manager

Date: 06/09/25