



Accurate Box Human Rights Policy

Our guiding Principles provide that we will respect others and succeed together. Respecting the human rights of our employees, along with those in our value chain, and the communities in which we operate is the cornerstone of our Human Rights Policy.

Our Human Rights Policy aligns with our Core Values.

Customer Service – We measure our success by how well we service our customers; we cannot succeed unless they do.

People – We treat each other with dignity and respect, we work safely at all times, and we empower our employees to be the best they can be.

Integrity – We hold ourselves to a high moral standard and expect everyone to do the right thing.

Teamwork – Working as a team is the source of our strength.

The Human Rights Policy applies to all Accurate Box employees and joint venture employees over which Accurate has management control.

Respect for Human Rights

Accurate recognizes the importance of maintaining and promoting the fundamental human rights of employees by operating under programs and policies that:

- Promote a workplace free of discrimination and harassment
- Prohibit child labor, forced labor, and human trafficking
- Provided Fair and equitable wages, benefits, and other conditions of employment in accordance with local laws.
- Provide humane and safe working conditions
- Recognize employees' rights to freedom of association and collective bargaining

Failure to adhere to the following Accurate Box Human Rights Policy intended to respect the human rights of our employees may result in disciplinary action, up to and including termination of employment.

1. **Forced Labor and Human Trafficking**

Accurate Box prohibits the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor, slave labor and any form of human trafficking. No use of physical



punishment or threats of violence or other forms of physical, sexual, psychological or verbal abuse as method of discipline or control will be tolerated in the workplace.

2. Harassment and Discrimination

Accurate prohibits any type of discrimination or harassment based on age, race, sex, color, national origin, religion, gender identity, disability, sexual orientation, pregnancy status, or any other status protected by applicable law, furthermore, the basis of recruitment, hiring, placement, training, compensation and advancement at Accurate is qualifications, skills, experience, and performance. We value the diversity and unique contributions of our employees and have a long-standing commitment to equal opportunity and intolerance of discrimination and harassment.

3. Child Labor

Accurate Box prohibits the hiring of individuals under the age of (18) or the local legal minimum working age or the compulsory schooling age, whichever is higher. Younger workers may be employed through Company approved, short-term internships, apprenticeships or work experience programs, but they are never permitted to do work that might threaten their health and safety, or hinder their education or vocational orientation and training.

4. Safe and Healthy Working Conditions

Accurate provide and maintains a safe and healthy workplace and complies with applicable safety and health laws, regulations, and internal requirements. We are dedicated to ensuring a safe workplace by minimizing the risk of accidents, injury and exposure to health risks. We are committed to engaging with our employees to continually improve health and safety in our workplace, including the identification of hazards and remediation of health and safety issues.

5. Workplace Security

Accurate provides and maintains a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats.

6. Freedom of Association and Collective Bargaining

Accurate respects our employees' right to join, form or not to join a labor union without fear of reprisal, intimidation, or harassment. Where employees are represented by a legally recognized union, we are committed to establishing a constructive dialogue with their freely chosen representatives. Accurate is committed to bargaining in good faith with such representatives.

7. Working Hours, Wages, and Benefits

Accurate compensates employees competitively relative to the industry and complies with all applicable local laws governing the payment of wages and benefits to employees.



Reporting Concerns

Accurate encourages all employees to report violations of the Human Rights Policy through one of several channels available to them without fear of reprisal. Employees can contact:

- Their direct supervisor/manager or next level manager
- Human Resources Director
- The Director of Manufacturing
- The President/CEO of Accurate Box
- The COO or CFO of Accurate Box

Retaliation against an employee for reporting an issue in good faith is a violation of Core Values and our Non-Retaliation Policy.