



Vervante Human Rights Policy

Vervante, Inc., is committed to respecting human rights throughout our own operations, in our supply chain, and in the communities in which we operate. For the purpose of this statement, Human Rights is defined as the fundamental rights inherent to all human beings regardless of nationality, place of residence, gender, gender identity or expression, national or ethnic origin, race, color, religion, veteran status, age, language, sexual orientation, physical or mental disability, or any other status.

Our Commitment

To ensure the principles stated herein become an everyday part of how we do business, we have integrated them into the Vervante Human Rights Policy, the Vervante Sustainable Manufacturing Policy, and the Supplier Code of Conduct, as well as other relevant policies and procedures. More information can be found on our corporate website at www.Vervante.com.

Vervante Human Rights Guidelines

Vervante strives to respect human rights in all aspects of our business including:

Workplace: Vervante cares about its employees and strives to provide a safe environment that provides a platform for growth.

Supplier Code of Conduct: We expect the same level of attention to Human Rights from our suppliers, vendors, and partners, as detailed in our Supplier Code of Conduct (available on our website at www.Vervante.com)

- All Vervante suppliers shall comply with local, national and international laws and regulations in the performance of its business activities. No supplier shall pay or accept bribes, kickbacks or other illegal inducements in its business and government relationships.
- Each supplier shall use its best efforts to provide clean and safe work conditions for their employees, with access to potable water and sanitary restroom facilities, and free from unprotected exposure to hazardous materials or unreasonably dangerous equipment. If suppliers provide residential accommodations for employees, these accommodations must be clean and safe, with adequate emergency exits, secure personal spaces, and reasonable access to warm clean water for washing.
- Each supplier shall make reasonable efforts to assure that its employees are not subjected to undue physical strain or risk, and that they have appropriate personal equipment and clothing, in order to prevent serious work-related accidents and injuries.



No Child Labor: No supplier (either directly or indirectly) shall employ children younger than the age of completion of compulsory schooling (and in no case younger than 15 years old) in violation of local, national or international law (including International Labour Organization Conventions 138 and 182, subject to specified economic exceptions). No supplier shall utilize labor by children under 18 years of age for hazardous work (as defined by Convention 182), including work underground, under water, at dangerous heights, with dangerous equipment, with strenuous labor, with hazardous substances, or for excessive hours.

Forced Labor: No supplier shall force any person to work under threat of physical harm, economic duress or other hardship—whether in the form of forced prison labor, indentured labor, bonded labor or otherwise. Slavery, human trafficking and similar practices—however denominated—are forbidden throughout the entire supply chain for goods and services ultimately provided to Vervanté. No supplier shall take possession or control of its employees’ identification documents, visas, passports, or financial documents.

Harassment Prohibition: Vervanté is committed to treating employees with respect and dignity and providing a workplace free of sexual harassment or other unlawful harassment. Our company will not tolerate harassment of employees by managers or co-workers, on or off-site. The Company will also endeavor to protect employees from harassment by non-employees in the workplace. All Vervanté employees are expected to treat their coworkers, and employees of the company’s customers and suppliers with dignity and respect. Any form of psychological, physical, sexual or verbal abuse, intimidation or corporal punishment will not be tolerated.

Nondiscrimination: Vervanté is an equal opportunity employer and prohibits unlawful discrimination against applicants for employment and employees on the basis of race, color, sex, gender, sexual orientation, gender identity, gender expression, national origin, ancestry, citizenship, marital status, military or veteran status, physical or mental disability, medical condition, age, religion, genetic information or any other classification protected by federal, state or local law. In addition, employees may not be subject to pregnancy or related tests which can be used as a form of discrimination for an unlawful reason.

Protection of Women’s Rights: We embrace the United Nations Women’s Empowerment Principles (WEPs), established by UN Global Compact and UN Women, grounded in the recognition that businesses have a stake in, and a responsibility for, gender equality and women’s empowerment. In accordance with the WEPs community, Vervanté commits to foster business practices that empower women including equal pay for work of equal value, gender-responsive supply chain practices and zero tolerance against sexual harassment in the workplace.



Wages, Salaries and Hours of Work: Vervante commits to a fair or living wage for all employees.

Occupational Health and Safety: At Vervante, we are committed to protecting the safety and health of our employees. Our safety policy aims to minimize accidents and health hazards by providing employees information and support they need to enjoy a safe working environment.