

## GLOBAL CITIZENSHIP STATEMENT

Updated July 28, 2025



Dear Vergent Products Client,

Vergent Products upholds the highest ethics in business and believes in the defense of human rights, fair labor, anti-discrimination, health and safety of employees, environmental stewardship, and operating our business with utmost integrity. To this end we declare our support for the ten principles of the United Nations Global Compact and fully adopt the Electronic Industry Citizenship Coalition® Code of Conduct (Version 4, 2012).

We declare our commitment to operate our business according to applicable laws and regulatory obligations.

Our company culture upholds this commitment through our vision, mission and values statements, employee handbook, and various other documents including our Procurement Code of Conduct that ensures all interactions with potential and actual suppliers are ethical and free of corruption. We operate fully developed Quality Management System (QMS) and Environmental, Health & Safety Management System (EHSMS) which are audited and certified as effective by independent agencies. These systems set forth specific expectations and requirements for global citizenship.

The aim of our EHSMS is protect employees and the world in which we live. Our EHSMS requires hazard assessments of all new processes. Where engineered controls are not sufficient employees are given and trained to use Personal Protective Equipment (PPE). We encourage employee involvement in every aspect of our business, including the EHSMS which is governed, in part, by an employee committee.

Vergent Products fully embraces Restrictions of Hazardous Substances (ROHS) and Registration, Evaluation, Authorization and Restriction of Chemicals (REACH) initiatives and provides our clients with Design for Environment services. Where possible we utilize recycled materials, and we conduct internal recycling.

Vergent Products forbids conflict metals from use in products and processes and expects the same from our supply chain.

We do use hazardous substances in our process and are classified by the Environmental Protection Agency) EPA as a small waste generator. We make every effort possible to select processes and materials that prevent or reduce waste streams, and we have strict guidelines for the selection and control these materials. Where appropriate, we fully comply with Resource Conservation and Recovery Act (RCRA).

Finally, Vergent Products is committed to ongoing review of the ever changing regulatory environment and global citizenship challenges.

Respectfully,

John Sage  
President