

# Analytical Components

## Human Rights Policy

Analytical Components Ltd. acknowledges and respects the principles contained in the Universal Declaration of Human Rights.

Analytical Components Human Rights Policy reflects the Company's commitment to conduct its business in a manner consistent with our basic code of conduct principles and to protect human rights within the company's sphere of influence.

Analytical Components strives for leadership in responsible workplace practices, and endeavours to conduct its business operations in a manner that is free from complicity in human rights abuses. The Company's core values embody a commitment to ethical business practices and good corporate responsibility.

### **Ethical Business Conduct**

Analytical Components basic code of business conduct require that its business be conducted with honesty and integrity, and in full compliance with all applicable laws. Company policies establish clear ethical standards and guidelines for how we do business and establish accountability. All company associates are required to obey the law and comply with specific standards relating to legal obligations, ethics, and business conduct.

### **Protection of the Rights of Children**

Analytical Components condemns all forms of exploitation of children. The Company does not recruit child labor, and supports the elimination of exploitative child labor. We also support laws duly enacted to prevent and punish the crime of sexual exploitation of children. Analytical Components will cooperate with law enforcement authorities to address any such instances of exploitation of which the Company becomes aware.

## **Protection of the Rights of Associates**

Analytical Components supports and upholds the elimination of discriminatory practices with respect to employment and occupation, and promotes and embraces diversity in all aspects of its business operations. Analytical Components further supports the elimination of all forms of forced, bonded or compulsory labor and the freedom of association and the right to choose a collective bargaining representative, if desired. Analytical Components will also provide a safe and healthy working environment for all its associates.

Signed:

Name: Carl Beecham

Position: Managing Director

Date: 27.1.17