

Social Responsibility

MISC Products, Inc. is committed to an operating philosophy based on openness in communications, integrity in serving our customers, fairness and concern for our employees, and responsibility to the communities & environment within which we operate.

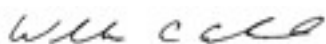
It is MISC Products' policy to support world-class manufacturing while ensuring a social responsibility to our workers, community, and business partners.

MISC Products therefore:

- Wholly supports the requirements of accepted international standards and current human rights legislation and codes of practice.
- Does **NOT** engage in or support the use of child labor in its supply chain.
- Does **NOT** engage in or support the use of forced or compulsory labor in its supply chain.
- Does provide a safe and healthy workplace environment and shall take effective steps to prevent potential accidents and injury to workers' health.
- Does **NOT** prohibit workers from exercising their right to form, join, and organize trade unions of their choice and to bargain collectively on their behalf with the company.
- Does **NOT** engage in or support discrimination in hiring, remuneration, access to training, promotion, termination, or retirement based on race, national or social origin, caste, birth, religion, disability, gender, sexual orientation, family responsibilities, marital status, union membership, political opinions, age, or any other condition that could give rise to discrimination.
- Does treat all personnel with dignity and respect. The company does **NOT** engage in or tolerate the use of corporal punishment, mental or physical coercion, or verbal abuse of personnel. No harsh or inhumane treatment is allowed.
- Does comply with applicable laws and industry standards on working hours and public holidays.
- Does respect the right of personnel to a living wage and ensure that wages paid for a normal work week shall always meet at least legal or industry minimum standards and will be sufficient to meet the basic needs of personnel and to provide some discretionary income.

This policy is accessible on MISC Products' website at <http://www.miscproducts.com>

William C. Corbit

A handwritten signature in black ink, appearing to read "William C. Corbit".

President

Revised: 01/28/2016