ANTI HUMAN TRAFFICKING AND FORCED LABOR POLICY

Solid State Cooling Systems, Inc. (SSCS) is committed to the continual preservation and improvement of techniques aimed at the reduction of possible involvement of human rights violations associated with our own operations, our supply chains, and our products. SSCS recognizes the Federal Acquisition Regulation (FAR) Subpart 22.17 as well as the Responsible Business Alliance (RBA) Code of Conduct, and has a zero-tolerance policy prohibiting slavery or human trafficking. This policy is consistent with SSCS's core values and SSCS employees, suppliers, and others through whom SSCS conducts business must avoid complicity in any manner that constitutes trafficking in persons or slavery.

SSCS requires that our key suppliers understand our Anti Human Trafficking Policy and are equally committed to the prohibition of slavery and human trafficking.

SSCS explicitly prohibits our employees and agents from any of the following:

1) Engaging in any form of forced labor and human trafficking.
2) Engaging in child labor.
3) Supporting the use of prison labor both outside the U.S. and within the U.S.
4) Withholding worker identity or immigration documents
5) Using recruiters that do not comply with local labor laws of the country in which recruiting take place.
6) Charging workers recruitment fees.
7) Procuring commercial sex acts during the length of contract.

We strongly encourage anyone participating in business with SSCS (including employees) to hastily report any issues or concerns about any potential violations regarding ethics, human rights, legal, or regulations. Modern slavery and trafficking are crimes and we are committed to acting ethically and with integrity and transparency in all business dealings and relationships to ensure that our company and affiliated companies are consistent with our obligations under the Modern Slavery Act of 2015.

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