

OFS Anti-Modern Slavery and Human Trafficking Policy

OFS' policy is for all its world-wide operations to conduct all business with integrity in an honest, professional, and ethical manner. Our Corporate Social Responsibility Policy and our Standards of Conduct collectively require compliance with human rights, employee safety, working conditions legislation, and prohibitions on forced, slave or child labor and human trafficking.

OFS considers modern slavery and human trafficking a violation of basic human rights and a form of forced labor, even when there has been apparent individual consent. We have, therefore, a zero-tolerance approach to modern slavery and human trafficking within our organization and supply chain.

We consider supplier integrity as a factor in evaluating possible suppliers. Our Corporate Social Responsibility Policy requires that suppliers meet or exceed recognized standards. Prohibition of slavery and human trafficking in the supply chain are an important part of those standards.

Our Corporate Social Responsibility Policy and our Standards of Conduct apply to all employees. By internal publication of these documents, employees are put on notice they are responsible for monitoring, avoiding and reporting the risks of violation of human rights, employee safety and working conditions legislation, and prohibitions on forced, slave or child labor and human trafficking.

We have commenced filing disclosure statements regarding our zero-tolerance approach to modern slavery and human trafficking under the UK Modern Slavery Act of 2015 and the California Transparency in Supply Chains Act.

Under our "Whistleblower Policy" a "hot line" for reporting noncompliance with this policy is available to OFS employees at Domestic (866-288-1863) and International (770-798-3998) or e-mail at **whistleblower@ofsoptics.com**.



Timothy F. Murray
Chief Executive Officer

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