



## **Labour Policy**

Vecima Networks Inc. and its Subsidiaries (collectively, "Vecima") is committed to a fair, equitable, and safe workplace for our employees and our service providers as we are all members of the same community.

We recognize that as an ethical employer this is not only our legal obligation but also our ethical duty.

- We are committed to compliance with employment legislation in countries where we have employees as it applies to Vecima.
- We are committed to the prevention of child labour within our operations and supply chain.
- We are committed to the prevention of forced and bonded labour within our operations and supply chain.
- We are committed providing our employees a work environment free of discrimination in compliance with Universal Declaration of Human Rights and a human rights legislation. In addition, no discrimination will occur in Vecima's hiring practices.
- We are committed to providing our employees with a healthy and safe work environment in compliance with national Occupational Health & Safety legislation.
- We are committed to the continuing improvement of our labour practices.