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Corporate Social Responsibility

GIGAVAC is committed to ensuring that its suppliers do not use slave or child labor or engage in human trafficking. GIGAVAC does not, and will not, tolerate the use of slave or child labor in the manufacture of its products and does not, and will not, accept products or services from suppliers that engage in human trafficking in any form. Human trafficking, child labor, and slavery are crimes under state, federal, and international law. These crimes exist in countries throughout the world.

Supplier Compliance

GIGAVAC will do the following to ensure compliance by its suppliers with this policy as required by law and as needed:

- Require direct suppliers to certify that materials incorporated into GIGAVAC products comply with the laws regarding conflict minerals, slavery, child labor, and human trafficking of the country or countries in which they are doing business;
- Discipline employees or contractors, including potential termination of contract, who fail to meet the Human Rights and Conflict Minerals policies;
- Train certain GIGAVAC employees regarding conflict minerals, human trafficking, child labor, and slavery, particularly with respect to mitigating risks within the supply chain;
- Investigate if GIGAVAC has a reasonable basis to believe that a supplier is engaging in human trafficking, slave or child labor, or use of conflict minerals; and
- Transition away from purchasing goods or services from any supplier that is believed to be engaging in human trafficking, slavery, or child labor, or use of conflict minerals if the supplier does not take corrective actions within a reasonable period of time.

Grievance Mechanism

Anyone may contact GIGAVAC's Executive Management team at any time to provide comments or to report concerns. Please write to:

President
GIGAVAC, LLC
6382 Rose Lane
Carpinteria, CA 93013

You may submit your concern anonymously and confidentially by postal mail. You may also indicate whether you are a shareholder, customer, supplier, or other interested party. You may also provide comments or report concerns by email to: info@gigavac.com.