

Policy Statement

Respect for human rights is a fundamental value of VRG Controls, LLC. We are committed to respecting and promoting human rights and avoiding complicity in human rights abuses. This is our focus in our relationships with employees, suppliers, customers, and business partners as well as in the communities in which we operate and is the foundation of our Human Rights Policy

VRG Controls Human Rights Policy is guided by the UN Guiding Principles on Business and Human Rights.

VRG Controls Human Rights Policy aligns with our Governing Principles of Employment, Business Ethics and other General Standards of Conduct, and Environmental policies covering diversity, health and safety, discrimination and harassment, environmental sustainability, and employee relations.

Policy

Our Employees

VRG Controls believes employees should be treated with dignity and respect and recognizes the importance of maintaining and promoting the fundamental human rights of employees by operating under policies that

- Promote a workplace that is inclusive and free of unlawful discrimination and harassment
- Prohibit child labor, forced labor, and human trafficking
- Provide safe working conditions
- Provide fair and equitable wages, benefits, and other conditions of employment in accordance with local law
- Recognize employee's rights to freedom of association

Our Suppliers and Customers

VRG Controls strives to respect human rights through its supply chain by doing business with suppliers and customers whose corporate values are in line with ours with respect to human rights.

The Company expects its business partners and other parties whose own impacts may be directly linked to VRG Control's operations, products or services to respect and not infringe upon human rights and will respond appropriately where they are not respecting human rights.

Community and Stakeholder Engagement

VRG Controls recognizes and accepts our responsibility to the communities we serve, through acting as a good neighbor and through involvement and support for community activities. We respect the rights of people in communities in which we operate and where appropriate, will seek to identify adverse human rights impacts and take proper steps to avoid, minimize and/or mitigate them. We believe that local issues are typically best addressed at the local level.

Transparency and Governance

VRG Controls seeks to identify, manage, and prevent violations of this policy. Anyone can report a human rights concern through the options listed below

- Owners
- Management
- Human Resources
- Anonymous report in the suggestion box

The Company must take any report concerning human rights seriously, no matter how the report is received. We will promptly review and resolve each issue, as well as routinely monitor and report as necessary

Should we identify adverse human rights impacts resulting from our business activities, VRG Controls is committed to the mitigation or fair and equitable remediation of those adverse impacts.

Name: Michael Garvey

Title: Chief Operating Officer

Date: 11/07/2024

Signed 



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