

## Introduction:

Challenge Electronics is committed to respecting and upholding the human rights of all individuals, both within our organization and throughout our supply chain. We recognize the importance of adhering to human rights standards and guidelines that are mandated in each of the sovereign jurisdictions we operate within, together with observing and adhering to the authority and laws applicable to those jurisdictions. This Human Rights Policy outlines our commitment to these principles.

## 1. Respect for Human Rights:

1.1. **Fundamental Principles:** Challenge Electronics is dedicated to upholding the fundamental principles of human rights, which include, but are not limited to, the right to life, liberty, security, and the dignity and equality of all individuals.

1.2. **Non-Discrimination:** We are committed to ensuring that all individuals are treated with dignity and respect, without discrimination based on race, color, gender, age, disability, religion, national origin, or any other characteristic.

1.3. **Child Labor and Forced Labor:** Challenge Electronics strictly prohibits the use of child labor and forced labor in any aspect of our operations. We adhere to applicable laws and international standards.

## 2. Workplace and Labor Standards:

2.1. **Fair Employment Practices:** We promote fair employment practices, including fair wages, working hours, and safe working conditions according to local laws.

2.2. **Freedom of Association:** Challenge Electronics respects the rights of workers to associate freely, join trade unions, and engage in collective bargaining according to local laws.

## 3. Supply Chain Responsibility:

3.1. **Supplier Expectations:** We expect our suppliers to uphold the same commitment to human rights as we do. Suppliers are required to conduct due diligence and address any human rights concerns within their own supply chain.

3.2. **Transparency and Reporting:** Suppliers are encouraged to be transparent about their efforts to address human rights issues and report any violations promptly.

#### 4. Grievance Mechanisms:

4.1. Access to Remedies: Challenge Electronics is committed to providing accessible grievance mechanisms for workers and affected communities to raise concerns related to human rights violations according to local laws.

4.2. Non-Retaliation: We ensure that individuals who report concerns or grievances are protected from any form of retaliation.

#### 5. Continuous Improvement:

5.1. Review and Update: This Human Rights Policy will be updated as necessary to reflect our ongoing commitment to human rights.

#### Conclusion:

Challenge Electronics acknowledges that respecting human rights is a shared responsibility, and we are committed to working collaboratively with our employees, suppliers, and other stakeholders to promote and protect human rights within our sphere of influence.

This Human Rights Policy serves as a foundation for our actions, and we strive to demonstrate our commitment to human rights in every aspect of our business operations.

Authorized Representative: Joshua Klyman

Date: 11/17/2023

Signature:

