



Code of Ethics

The success of our business is dependent on the trust and confidence we earn from our employees, customers and partners. Being honest and having integrity while reaching company goals solely through honorable conduct is paramount to our continued success.

The intent of this policy is to outline how RFE International, Inc. employees will conduct the company's business with integrity and comply with all applicable laws in a manner that excludes consideration of personal advantage or gain.

The statement of our basic working conditions outlined below, are general in nature. RFE International, Inc. intends this to be an affirmation of basic guiding principles that should serve as the cornerstone of its relationship with employees and with our business partners.

- **Forced Labor**
RFE International, Inc. will not use forced labor in any form, and will not tolerate physically abusive disciplinary practices
- **Bribery and Corruption**
RFE International, Inc. will, under no circumstances, tolerate the giving or receiving of money, gifts, or favors to influence improperly the behavior of another individual, organization, government employee, politician or government body in furtherance of commercial or personal advantage. Bribery is never permitted, even in countries or regions where it may appear to be tolerated or condoned.
- **Child Labor**
RFE International, Inc. will not use child labor. RFE International, Inc. will not employ any person below the age of 15, unless this is part of a government-authorized job training or apprenticeship program that would be clearly beneficial to the persons participating.
- **Compensation**
RFE International, Inc. will promote our employees material well-being by providing compensation and benefits that are competitive and comply with applicable law.
- **Harassment and Discrimination**
RFE International, Inc. will not tolerate harassment or discrimination on the basis of gender, race, color, religion, age, national origin, sexual orientation, gender identity, disability or veteran status.
- **Health and Safety**
RFE International, Inc. will provide, and maintain for all employees, a safe and healthy work environment that meets or exceeds applicable standards for occupational safety and health.
- **Work Hours**
RFE International, Inc. will comply with applicable laws regulating hours of work.
- **Environment & Sustainability**
RFE International, Inc. will conduct business in a manner that provides responsibly for the protection of health and the environment. RFE International, Inc. will, as practicable, continue to reduce and minimize the environmental impact of its operations in the short term, and work toward the implementation of environmentally-sustainable strategies in the long term.
- **Responsibility and Implementation**
RFE International, Inc. encourages businesses throughout our supply chain to adopt and enforce similar policies RFE International, Inc. will seek to do business with organizations that conduct their businesses to standards that are consistent with this policy.

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RFE International, Inc. 1938 Blair Ave.; Santa Ana, CA 92705 • (949) 833-1988 • Orders (800) 523-1094 • Fax: (949) 833-1788

E-mail: sales@rfeinc.com • Web site: www.rfeinc.com