



CYPRESS TECHNOLOGIES

RUGGED RELIABLE MANUFACTURING

Dear Suppliers,

Cypress Technologies Commitment to Human Rights and Ethical Supply Chain Practices

At Cypress Technologies, we believe that responsible business practices are the cornerstone of long-term success. As part of our ongoing commitment to sustainability and ethical manufacturing, we reaffirm our dedication to upholding the highest standards of human rights throughout our supply chain. In alignment with the United Nations Guiding Principles on Business and Human Rights and our Working Conditions Requirements, we prioritize four key areas: **Recruitment Fees, Wages & Benefits, Working Hours, and Procurement Practices & Supply Chain Management.**

1. Recruitment Fees

We are committed to ensuring that no potential employee, regardless of local laws, bears any costs related to securing employment, including recruitment fees or administrative expenses. These costs are fully covered by the employer. Additionally, for foreign migrant workers, no fees for travel, visas, or other associated expenses will be required.

2. Wages & Benefits

Cypress Technologies insists that all compensation must comply with applicable wage laws, including minimum wage, overtime, and legally mandated benefits. We maintain a zero-tolerance policy for illegal or abusive deductions related to recruitment, transportation, accommodation, food, or living expenses. Wages are paid directly to workers in legal currency, with transparent and timely communication of payment terms.

3. Working Hours

We understand the importance of maintaining healthy working conditions. Our policy ensures that workers are not required to exceed local legal working hours, including overtime limits, and are given appropriate rest days in compliance with labor regulations. For employees working abroad for extended periods, we provide opportunities for family communication and home leave at least once a year.

4. Procurement Practices & Supply Chain Management

Ethical procurement and robust supply chain management are central to our operations. We require our suppliers to adhere to clear policies that cover:

- Compliance with all relevant laws and ethical business standards
- Cost-effective quality assurance
- Customer satisfaction and value delivery
- Data privacy and security
- Transparency and accountability

We regularly conduct audits and verifications to ensure adherence to these standards and encourage continuous improvement within our supply chain.

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At Cypress Technologies, we are dedicated to creating a more responsible and sustainable supply chain. We expect all our partners to implement written policies, communicate expectations internally, and conduct regular compliance checks.

We appreciate the continued cooperation of our partners and clients in upholding these values. By working together, we can build a more sustainable future and contribute to a positive, lasting impact across industries.

For more information or if you have any questions, please feel free to contact us directly.

Thank you for your support.