



Supplier Citizenship and Sustainability Principles

With strategic partnerships with more than 1,500 of the industry's leading suppliers, KGP Telecommunications, Inc. (KGP) is in a unique position to support our Customers' policies promoting ethical conduct in the workplace, safe working conditions, protection of sensitive information and treatment of workers with respect and dignity, along with responsible manufacturing processes.

KGP is also committed to Sustainability by providing our Customers solutions that support shared priorities for environmental stewardship, economic prosperity and social responsibility, through practices that streamline processes, reduce waste and make the most of resources in the supply chain.

KGP requires our Suppliers to comply with all applicable laws and regulations, both domestic and foreign, and expects our that Suppliers shall conduct business with an abiding respect for corporate citizenship, sustainability, and human rights. To the extent Suppliers have an existing Citizenship and Sustainability program, such program shall be no less stringent than the following:

- Sustainable business practices, which add value through reduction of waste, increased energy efficiency and procedures that reduce overall environmental impact of products and services.
- Environment, Health and Safety (EHS) practices, which provide a safe and healthy work environment in accordance with international and national standards, laws and regulations, along with appropriate training for employees and proactive business continuity procedures.
- Supplier Diversity programs, which include minority-, women- and disabled veteran-owned businesses and which focus on supporting economic prosperity in the communities where we live, work and serve.
- Ethics standards that support the highest level of integrity and responsibility in our partnerships, as well as full disclosure of any conflict of interest.
- Labor Rights policies and practices that uphold the human rights of workers by treating them with dignity and respect, including compliance with laws regarding freedom of association and minimum wage, as well as prohibition of child or involuntary labor.
- Confidentiality of information – including proprietary information and disclosure of details about Customers, employees, operations, finances and business plans – as well as protection of tangible and intangible property.

In the event that a Supplier does not have a specific policy or program as described above, or such program does not address all areas listed, KGP expects that Suppliers will conduct their business operations in a manner consistent with these standards.

Upon KGP's request, Suppliers shall also provide such information, reports, or survey responses as necessary to periodically monitor Supplier's business operations in the context of Citizenship and Sustainability.