

**CVG Policy on Human Rights**

CVG endeavors to conduct our business in a way that respects human rights and the dignity of all people. We are against human rights abuses such as the exploitation of children, physical abuse, human trafficking and forced or slave labor. We do not use child or forced labor in any of our global operations or facilities. CVG respects and adheres to internationally recognized human rights including the UN Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights. CVG respects and complies with all applicable minimum age laws for employment, and we do not permit workers under the age of 18 to perform hazardous duties.