

Slavery, Human Trafficking, Forced Labor and Child Labor Policy Statement

We at Palomar Products, Inc. believe that all employment relationships should be voluntary, and that the terms of the employment must comply with all applicable laws and regulations. To that end, Palomar Products, Inc. is opposed to slavery, human trafficking, forced labor, child labor, and we are committed to complying with applicable laws prohibiting such exploitation.

Palomar Products, Inc. will inform our employees about this Code, post current documentation regarding this subject, and we will also encourage our partners and suppliers in our worldwide supply chain to adopt and enforce the tenets of this Code. To this end, Palomar Products, Inc. flows down our GL-16, Purchase Order General Provisions and Shipping Instructions, to all vendors in our supply chain with specific FAR and DFAR flow downs dealing with this subject.

Palomar Products, Inc. encourages employees who believe there may have been a violation of this Code to report it through established channels. Palomar Products, Inc. will not tolerate any retaliatory action against anyone who comes forward to report a genuine concern about a possible violation of this Code.

Palomar Products, Inc. may conduct assessments, as needed, to measure compliance related to the aforementioned Code, using any system or processes we choose. Palomar Products, Inc. shall periodically review this Code to determine if revisions are appropriate. Any such revisions shall be amended and included in this Code.

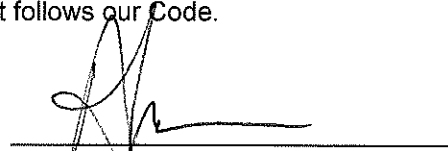
OUR COMMITMENT:

1. Palomar Products, Inc. is opposed to slavery, human trafficking, forced labor, and child labor
2. Palomar Products, Inc. does not knowingly procure products from sources that enforce slavery, engages in human trafficking, forced labor or child labor
3. Palomar Products, Inc. shall ensure compliance with these requirements, and ask our suppliers to undertake reasonable due diligence with their supply chains to assure that they follow this Code

If Palomar Products, Inc. discovers we are using a source that is not in alignment with our Code, we will take the appropriate actions to transition product to a source that follows our Code.



Perri Baker, Director of Operations



Andrew Lawrence, Quality Manager