



Embedded Solutions™
Embedded. Works Anywhere.™

November 3, 2015

RE: PROHIBITION AGAINST SLAVERY AND HUMAN TRAFFICKING IN THE SUPPLY CHAIN.

To Whom It May Concern,

ADL Embedded Solutions, Inc. hereby certifies that all materials manufactured or incorporated into goods provided to ADLES by Supplier shall comply with the following excerpt from our Purchasing Terms and Conditions:

ADL Embedded Solutions, Inc. (ADLES) supports the eradication of human trafficking and slavery in its supply chain and supply chains around the world. Supplier (including its employees and agents) agrees to comply with the following ADLES standards during the period of performance of the attached purchase order: (i) Supplier shall not engage in any form of human trafficking; (ii) Supplier shall not employ any prison, indentured or forced labor; (iii) Supplier will not procure or assist in the procurement of commercial sex acts; (iv) Supplier shall not employ workers who do not meet the applicable minimum legal age requirement in the country in which they work; (v) Supplier will not use forced labor in providing products or services under this purchase order; (vi) Supplier will not destroy, conceal, confiscate or otherwise deny employees' access to identity or immigration documents; (vii) Supplier will not engage in fraudulent or misleading recruitment practices; (viii) Supplier will not charge employees recruiting fees; (ix) Supplier will not employ recruiters that violate the labor laws of the country of recruitment; (x) Supplier will provide return transportation to an employee who is not a national of the country where the work is to take place (with limited exceptions); (xi) Supplier will not provide housing that fails to meet the host country safety or housing laws; (xii) Supplier will provide a written work document, if required; (xiii) Supplier shall operate in full compliance with the laws of the countries in which they do business and all other applicable laws, rules and regulations, including laws and industry standards relating to working hours and conditions; (xiv) Supplier has: advised its employees and agents of these requirements, implemented an employee awareness program, and advised its employees/agents of the possible repercussions if these requirements are violated. Supplier hereby certifies that materials incorporated into goods provided to ADLES comply with the laws regarding slavery and human trafficking of the country(ies) in which Supplier is doing business.

If ADLES determines that Supplier has violated these requirements, ADLES may, in its discretion, terminate this purchase order or require Supplier to implement a corrective action plan as a condition of future business.

Regards,

A handwritten signature in blue ink, appearing to read 'Peter Engels'.

Peter Engels
President and CEO