

## Anti-slavery Policy

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At FDH, we practice ethical business conduct in our core on how we operated, and we believe in doing right for our employees, customer, and suppliers. FDH is aware of its entrepreneurial and social responsibility and complies with this responsibility within the framework of the applicable laws and regulations.

The company has adopted the following Code of Conduct for employees on areas of ethical risk, provide guidance to help them continue to effectively recognize and deal with ethical issues, enhance existing mechanisms to continue the reporting of unethical conduct, and help to continue to foster and sustain a culture of honesty and accountability.

### **Employee Ethics Code and Standards of Conduct**

Ethics Code. The Company will conduct business honestly and ethically wherever operations are maintained. We strive to improve the quality of our services, products, and operations and will maintain a reputation for honesty, fairness, respect, responsibility, integrity, trust, and sound business judgment. Our managers and employees are expected to adhere to high standards of business and personal integrity as a representation of our business practices, at all times consistent with their duties to the Company. Employees are expected to exercise sound judgment in the performance of their work responsibilities and practice professional behavior that is consistent with Company policies in all interactions affecting other employees, the workplace and outside business communities.

Standards of Conduct. The Company expects an employee's conduct and performance to conform to general standards of good conduct, professionalism, and business ethics; the requirements of his or her job; published and common-sense health and safety rules and practices; and applicable federal, state and local laws, rules, and regulations. There are certain, fairly obvious types of conduct which are unacceptable, and which will subject an employee to disciplinary action, up to and including discharge.

### **Anti-Bribery and Corruption Policy**

Anti-Bribery and Corruption. Whoever we may deal with, and wherever we may operate, we are committed to doing so lawfully, ethically and with integrity. As part of this commitment, all forms of bribery and corruption are unacceptable, and corruption are unacceptable and will not be tolerated. We must not, and we must ensure that any third party acting on our behalf does not, act corruptly in our dealing with other person.

This anti-bribery and corruption policy set out the Company's policies to prevent acts of bribery and corruption, these polices, and procedures have been designed to comply with legislation governing bribery and corruption on global basis.

### **Equal Employment Opportunity and Policy Against Harassment, Discrimination, and Retaliation**

Equal Employment Opportunity ("EEO"). The Company is committed to the principles of equal employment. We are committed to complying with all federal, state, and local laws providing equal employment opportunities, and all other employment laws and regulations. It is our intent to maintain a work environment that is free of harassment, discrimination, or retaliation based on

an individual's race (including, but not limited to, hair texture and protective hairstyles such as braids, locks, and twists), color, religion, religious creed (including religious dress and grooming practices), national origin, ancestry, citizenship, actual or perceived disability, medical condition (including cancer

and genetic characteristics), genetic information, marital status, sex (including pregnancy, childbirth, breastfeeding, or related medical conditions), gender (including gender identity and gender expression), age (40 years and over), sexual orientation, veteran and/or military status, protected medical leaves, domestic violence victim status, political affiliation, or any other status protected by federal, state, or local laws. The Company is dedicated to the fulfillment of this policy in regard to all aspects of employment, including but not limited to recruiting, hiring, placement, transfer, training, promotion, rates of pay, and other compensation, termination, and all other terms, conditions, and privileges of employment.

Policy Against Workplace Harassment. The Company has a strict policy against all types of workplace harassment, including sexual harassment and other forms of workplace harassment based upon an individual's race (including, but not limited to, hair texture and protective hairstyles such as braids, locks, and twists), color, religion, religious creed (including religious dress and grooming practices), national origin, ancestry, citizenship, actual or perceived disability, medical condition (including cancer and genetic characteristics), genetic information, marital status, sex (including pregnancy, childbirth, breastfeeding, or related medical conditions), gender (including gender identity and gender expression), age (40 years and over), sexual orientation, veteran and/or military status, protected medical leaves, domestic violence victim status, political affiliation, or any other status protected by federal, state, or local laws.

Religious Accommodations. The Company is dedicated to treating its employees equally and with respect and recognizes the diversity of their religious beliefs. All employees, unpaid interns, and volunteers may request an accommodation when their religious beliefs cause a deviation from the Company's dress or grooming code, or the individual's schedule, basic job duties, or other aspects of employment. The Company will consider the request but reserves the right to offer its own accommodation to the extent permitted by law. Some, but not all, of the factors that the Company will consider are cost, the effect that an accommodation will have on current established policies, and the

burden on operations — including other employees — when determining a reasonable accommodation. At no time will the Company question the validity of a person's belief.

### **Slavery, Human Trafficking, Forced Labor and Child Labor**

Forced Labor. The Company believes that the employment relationship should be voluntary, and the terms of employment must comply with applicable laws and regulations. We are therefore opposed to slavery, human trafficking, forced labor and child labor and are committed to complying with applicable laws prohibiting such exploitation.

### **Conflict Minerals Policy**

Minerals Policy. The Company is committed to working with our global supply chain to ensure compliance with the SEC's conflict minerals rule. We have established a conflict minerals compliance program that is designed to follow the framework established by the Organization for Economic Cooperation and Development (OECD).

Our supplier contracts will include conflict mineral due diligence and reporting requirements. Any direct sourcing by the Company of materials will only be from conflict-free sources, as defined in the SEC's conflict minerals rule. As we become aware of instances where minerals in our supply chain potentially finance armed groups as defined in the SEC's conflict minerals rule, we will work with our suppliers to find alternate conflict-free sources.



I acknowledge I have received and read the Company's Code of Conduct and information set forth. I realize that this is to inform me of personnel, policies, in understand the Company may change some or all the content at any time with or without notice to me.

I acknowledge receiving a copy of this statement.

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Employee Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Print Name