



## CALIFORNIA TRANSPARENCY IN SUPPLY CHAINS ACT OF 2010 AND U.K. MODERN SLAVERY ACT OF 2015

The California Transparency in Supply Chains Act of 2010 and the United Kingdom Modern Slavery Act of 2015 requires businesses to provide public disclosures of their company's efforts to preclude slavery and human trafficking from their supply chains. Trident Maritime Systems ("Trident") is committed to maintaining the highest standards of honesty, integrity and trust in all aspects of its business and to meet all its responsibilities to customers, employees, investors, and to the nations where we conduct business. Consistent with this policy, Trident fervently supports the elimination of human trafficking and slavery.

Trident Maritime Systems primary business is providing engineered solutions in marine interiors, distributed systems, electromechanical solutions and automation and control in the cruise, military, offshore oil and gas, and commercial ship markets.

Subsidiaries of Trident Maritime Systems and its suppliers that perform U.S. Government contracts must comply with 48 CFR § 52.222-50, "Combating Trafficking in Persons." 48 CFR § 52.222-50 implements the U.S. Government's "zero tolerance policy on human trafficking" by prohibiting prime contractors and their subcontractors at any tier from utilizing "forced labor" or engaging in "severe forms of trafficking in persons" during the performance of our contracts and the subcontracts awarded thereunder.

- **EDUCATION:** We maintain a corporate procedure based on 48 CFR § 52.222-50 that seeks to educate our employees and ensure that they do not engage in human trafficking and forced labor practices. Any Trident Maritime Systems employee who violates this procedure is subject to discipline, up to and including termination.
- **EXTERNAL ACCOUNTABILITY:** Direct suppliers of Trident Maritime Systems are also required to comply with applicable laws and regulations in providing us goods and services, but also to adhere to Trident's values and standards of business conduct. Suppliers who fail to adhere to our standards are subject to termination.
- **LIGHTHOUSE REPORTING:** Trident Maritime Systems suppliers and employees have access to a toll free open-line via Lighthouse (toll-free number: 844-450-0007) that enables them to raise questions and concerns and report violations of laws, regulations and our standards of conduct.



- **TRAINING:** Trident Maritime Systems is in the process of evaluating the development of training for employees to ensure that they are aware of the Company's policies regarding human trafficking and slavery and the various safeguards that Trident has implemented to prevent these activities.

Trident Maritime Systems maintains a robust, broad-based ethics and compliance program that stresses values, leadership, training, audits, inspections, certifications and accountability. This broad-based program is intended to ensure that Trident Maritime Systems complies with all applicable laws and maintains a culture committed to ethics and integrity.