



TIMCO - STANDARD - TANDEM - ALPASE

13428 Benson Ave - Chino, CA 91710

TEL (951) 685-2155

California Supply Chains Act Disclosure

TST, Inc. believes that the employment relationship should be voluntary, and the terms of employment must comply with applicable laws and regulations. TST, Inc. strictly prohibits slavery, human trafficking, and forced, bonded, indentured or any other form of involuntary labor and it committed to complying with applicable laws prohibiting such conduct. Conduct prohibited by this policy included the transportation, harboring, recruitment, transfer, receipt, or employment of persons by means of threat, force, coercion, abduction, fraud, or payments to any person having control over another person for the purpose of exploitation. TST Inc. further prohibits:

- The withholding of/denying access to employee government-issued identification and travel documents;
- The charging of employees recruitment fees;
- Providing or arranging housing that fails to meet the host country housing and safety standards;
- If required by law or contract, failing to provide in writing an employment contract, recruitment agreement or similar work paper in the employee's native language prior to the employee departing from his or her country of origin;
- Procuring commercial sex acts during the period of performance of the contract; and
- Failing to provide or reimburse return transportation costs upon the end of employment for employees who were brought into a country for the purpose of working on a U.S. government contract or subcontract.

Employees who believe there may have been a violation of this policy should report it through established channels. No retaliatory action will be tolerated against anyone who comes forward to raise genuine concerns about possible violations of this policy.