

HUMAN RIGHTS

Tech II respects human rights and values diversity.

EMPLOYMENT

Tech II bases its decisions about employment on the skills, experience and performance of an applicant or individual and the needs of the company. Tech II prohibits discrimination based on any legally protected status. (Covered in employee manual and hiring documentation)

HUMAN DIGNITY

Tech II is committed to maintaining a workplace where each person is treated with respect and dignity, free from violence, harassment and intimidation. (Employee manual has additional statements and information)

SAFETY

Tech II complies with all applicable safety and health laws and regulations. The company is dedicated to maintaining a productive workplace by minimizing the risk of accidents and injury. (Also covered in employee manual)

CHILD LABOR

Tech II complies with all applicable laws and regulations related to child labor. Tech II prohibits hiring individuals under the age of 18 for any hazardous duty and prohibits the hiring of anyone under the age of 16.

CONFLICT of INTEREST

Any conflict of interest by a purchasing or management level employee must be disclosed to the Board of Directors. A conflict of interest includes but is not limited to ownership or interest in a third party entity which does business with Tech II. (Employee manual has additional requirements)

OUTSIDE WORK

Outside work must not interfere with the job responsibilities of an employee and, for management and purchasing level employees, must be approved by the board of directors. (Employee manual has additional requirements)

ETHICAL BUSINESS PRACTICES

Tech II complies with all applicable business ethic laws. Tech II management and all employees are required to run the business in a fair and ethical manner. Giving or taking bribes to government officials, private individuals, or companies, are strictly forbidden. Tech II forbids any payment to or from a third party that can be construed as a bribe, kickback, illegal commission, etc. which bestows special favor on Tech II or the Tech II employee. Employees of Tech II may not use corporate funds for any illegal purpose.

Tech II employees are not permitted to accept personal benefits, free services, loans, lavish entertainment, etc. from third party vendors or suppliers. A meal purchase or small novelty gift valued under \$75 from a third party is acceptable but cannot be solicited by the Tech II employee.