



Human Rights Policy

At Versa Networks, respect for human rights is a fundamental value. We strive to respect and promote human rights in accordance with the UN Guiding Principles on Business and Human Rights in our relationships with our employees, suppliers and independent contractors. This Policy is built upon the principles and guidelines encompassed in the International Bill of Human Rights, and the principles concerning fundamental rights set out in the International Labor Organization's 1998 Declaration on Fundamental Principles and Rights at Work.

We value and advance inclusion and diversity, intolerant of discrimination or harassment in the workplace and are committed to equal opportunity. We are intolerant of any discrimination or harassment on the basis of ethnicity, religion, age, disability color, race, sexual orientation, gender identification, political opinion or any other status protected by applicable law. Harassment is not tolerated in any work-related circumstance in or outside the workplace.

We are committed to maintaining a safe workplace, one that is has no harassment, intimidation, violence or other unsafe conditions.

We make the following commitment to support, promote and respect human rights:

- We comply with applicable laws and this Human Rights Policy globally
- We adopt policies and practices that protect privacy and security of employees, partners, customers
- We implement policies and processes to prevent, mitigate and remediate any risks and impacts
- We assess, report and swiftly address any human rights issues
- We work with our suppliers and partners to uphold the same values

At Versa, it is every employees' responsibility to maintain a work environment that reflects respect for human rights and is free from all discrimination and harassment, aligned with our Human Rights Policy. If any employee believes that someone is violating this policy and/or the law, they must report it immediately to management and/or human resources.