

## **Human Rights Statement from The Millennium Group of Delaware, Inc.**

As a minority, woman owned business, The Millennium Group's core values have always been and will continue to be centric around equality and inclusion across our diverse community. TMG stands together in unity for our family of associates and together we will remain steadfast in our commitment to well-being, fairness, and a peaceful work environment. TMG conducts business honestly and ethically wherever operations are maintained. We strive to maintain a reputation for honesty, fairness, respect, responsibility, integrity, trust, and sound business judgment.

TMG recognizes that its business has the ability to contribute to positive human rights impacts. TMG supports the protection of human rights and is committed to preventing slavery and human trafficking in its operations and supply chains. TMG strives to respect and promote human rights in our relationships with our employees, suppliers and partners and recognizes the importance of human rights policies, such as the ***California Transparency in Supply Chains Act of 2010*** and the ***UK Modern Slavery Act of 2015***, that prohibit and attempt to eradicate all forms of modern slavery, including forced labor and human trafficking, and child labor in our operations and supply chain. TMG further recognizes the importance of assuring that its suppliers engage in appropriate behavior and comply with the laws that apply to them. TMG expect its suppliers to follow our guiding human rights principles and behave ethically and lawfully when acting on TMG's behalf or for TMG's benefit.

TMG under no circumstances uses or, in any other way, benefits from forced or compulsory labor. Likewise, the use of labor under any form of indentured servitude is prohibited, as is the use of physical punishment, confinement, threats of violence, or other forms of harassment or abuse as a method of discipline or control. TMG also strictly prohibits the use of child labor. In sum, TMG is committed to taking all reasonably practicable steps to ensure that slavery and human trafficking are not present either in our business or in our supply chains.