

Statement on Human Trafficking and Forced Labor Act

Industrial Rivet & Fastener Co. (IRF) is committed to conducting business in a manner that respects human rights and prohibits all forms of human trafficking and slavery. We strive to comply with all applicable laws, including The Uyghur Forced Labor Prevention Act (UFLPA), which prohibits the import of goods made with forced labor, including forced labor of Uyghurs and other predominantly Muslim ethnic minorities in the Xinjiang Uyghur Autonomous Region of China.

IRF implements due diligence procedures to verify that our suppliers and business partners comply with the UFLPA and our own policies prohibiting human trafficking and slavery. This includes regular evaluations of our supply chain and ensuring that our suppliers have implemented appropriate measures to prevent forced labor.

IRF also works closely with our customers to ensure that the products we provide meet their expectations and comply with all relevant laws and regulations.

We are committed to promoting ethical and responsible business practices and will continue to monitor and assess our supply chain to ensure that we are in compliance with the UFLPA as well as our own policies regarding human trafficking and slavery.