



## Anritsu Company Policy Statement

Anritsu Company Policy Statement as required under civil Code Section 1714.43.

It is Anritsu Company's policy to fully respect human rights, and to treat all people with fairness, dignity, integrity and respect as stated in our own Code of Conduct and Anritsu's Basic Policy for Procurement. Anritsu Company is also in agreement with the principals set forth in the Electronic Industry Code of Conduct, and requests all of its business partners to adhere to the guiding principles set forth therein, as well as to adhering to our Basic Rules for Procurement.

In conjunction with State of California Civil Code Section 1714.43 (The California Transparency in Supply Chains Act) we disclose the following:

**Verification and Assessment of Risks in our Supply Chain.** At this time, Anritsu Company does not believe the risk to its supply chain is substantial. Anritsu Company has a strict initial vendor qualification process. Once qualified, Anritsu monitors and assess risks of our supplier groups on a continual basis. Anritsu Company also has its own personnel imbedded within our contract manufacturers location in China, further mitigating the risk of human rights violations.

**Performance of Audits.** Anritsu does not currently physically audit our supplier compliance with these standards other than our periodic ongoing qualifications reviews for our largest suppliers. (see Requiring Compliance with Regulations below)

**Requiring Compliance With Regulations.** Anritsu Company includes contractual requirements to comply with its policies with regard to human rights within all of its purchasing contracts and terms and conditions of sale. Anritsu Company has a zero tolerance policy with regard to violations; any supplier found in violation of these policies is subject to immediate termination. Anritsu Company periodically requires its suppliers to certify in writing their ongoing compliance with these requirements.

**Accountability.** In accordance with Anritsu's stated Code of Conduct, employees and our suppliers are required to maintain the highest ethical standards. Failure to comply on the part of employees may lead to discipline, and for suppliers, can lead to loss of qualified status.

**Training.** Anritsu Company maintains job related training requirements for all employees as part of its overall improvement process. Training is targeted to be job specific. Persons responsible for procurement are provided training on vendor qualification, and how to recognize warning signs of non-compliance and failure to comply with social standards re: human rights.

All of these steps are enacted to help ensure that Anritsu Company conducts business with partners who share its view of corporately social actions throughout the supply chain.