



CORPORATE SOCIAL RESPONSIBILITY

Intervala's culture inspires our Corporate Social Responsibility (CSR) activities and shapes the commitments we make to our customers, employees, and other stakeholders. Through these activities, we strive to provide:

- A positive work environment that encourages professional development and growth
- Safety standards that promote a secure and hazard-free work environment for our employees
- Continuous improvement in the social and environmental impact of our business practices and those of our suppliers
- The highest standards of governance and ethics according to our business code of conduct
- Support for organizations that benefit those in need and make our community a better place to live

Our People

Intervala's purpose is to solve our customers' problems so they can achieve their organizational goals. Our company culture is based on that ideal. As such, our business success depends to a large extent on the knowledge, skills, commitment, and satisfaction of our employees. We promote a positive and creative environment where employees can achieve their personal and professional growth goals.

Living Our Values. Our deep desire to help customers be successful drives our passion to do the right thing and embrace challenges. We value an open and trusting atmosphere that encourages employees to live the values of integrity, passion, accountability, collaboration, and respect.

Hiring and Compensation. Intervala demonstrates respect for diversity, inclusivity, and equality in our hiring practices. We attach great importance to equal pay for men and women, and provide fair, competitive compensation and benefits for all employees. Intervala will not discriminate against any employee based on age, sex, religion, ethnicity, or country of origin, nor will Intervala engage in or tolerate from any of its suppliers any human rights abuses, including the use of child or slave labor.

Workforce Development. We are committed to training and developing our employees at all levels by providing them opportunities to participate in variety of skills training and professional development programs. Our people are empowered to collaborate and share ideas for their own development and to find more innovative solutions for our customers.

Ethical Business Practices and Conduct

Intervala is dedicated to being a responsible business that meets the highest standards of ethics and professionalism. Our commitment to holding ourselves and each other to these standards is documented in several company policies, including those on Business Ethics and Conduct, Anti-Discrimination, and Anti-Harassment. Intervala is strongly committed to:

- Respect and obey all federal, state, and local laws, rules and regulations in our business
- Maintain the confidentiality of our customers and partners' information, and respect the intellectual property rights of all third parties
- Keep partnerships and collaborations open and transparent
- Conduct business with integrity and respect to human rights
- Promote safety and fair dealing
- Endorse anti-bribery and anti-corruption practices
- Demonstrate respect toward the customer and end user of the products we manufacture
- Maintain visibility into our supply chain in order to prevent the introduction of conflicts minerals into the goods we sell
- Advise our partners, contractors, and suppliers of this Policy, and encourage them to achieve consistency with this Policy

In addition, Intervala holds its suppliers to a high standard of ethical behavior. Suppliers are expected to neither practice nor tolerate any form of corruption, extortion, or embezzlement. They should not offer or accept bribes or other unlawful incentives. Suppliers should conduct their business in line with fair competition and in accordance with all applicable antitrust laws.

Environment Health and Safety

Intervala is committed to managing health, safety, and environmental matters as a fundamental part of our business. Our goal is to create a safe and secure working environment for our employees. We strive for an injury-free workplace. This commitment is documented in our Environmental Health and Safety Policy, which states that all Intervala employees should:

- Accept that safety is the responsibility of EVERY team member
- Take every reasonable measure to ensure safety
- Maintain and operate equipment properly
- Observe applicable EHS legal requirements
- Strive for zero accidents and injuries in the workplace
- Prevent injury and ill health in the workplace
- Hold appropriate training courses
- Ensure EHS concerns are addressed when developing procedures/processes
- Reduce our environmental footprint
- Establish and review EHS objectives

In addition, our operations strive to eliminate pollution generated at the source. We have adopted several green initiatives that help to reduce our carbon footprint and sustain the quality of the environment in our community. These measures are documented in our Environmental Management System and include:

- Recycling of fluorescent bulbs, computer equipment, scrap components, and circuit card materials; solder waste; scrap metal; cardboard; and printer toner/ink
- Safe removal of hazardous waste and chemicals; regular waste; industrial discharge

In addition, to support our ongoing reduction goals, we regularly research and adopt new technologies such as energy efficient lighting, occupant sensors, increased recycling efforts, and efficiency gains.

Community Support

As a growing company, we recognize that we have a responsibility to find ways to give back to our community. We support local organizations through employee volunteer programs and charitable donations for food drives, medical research, disaster relief, and other causes.

Rev. 10/18/17