

Elco Systems Fair Wage Policy

Elco Systems is committed to ensuring fair, decent, and non-discriminatory wages across its entire global supply chain, in alignment with **Article 25 of the Universal Declaration of Human Rights**, which affirms every individual's right to an adequate standard of living. This policy establishes clear expectations for all employees, contractors, suppliers, and partners involved in the production, distribution, and support of Elco Systems products and services.

Elco Systems requires that all workers—direct or indirect—receive wages that meet or exceed legal minimums and allow them to cover essential needs such as housing, food, healthcare, education, and security. The company prohibits any form of forced labor, underpayment, or discriminatory compensation practices. Suppliers must demonstrate transparent wage structures, comply with local labor laws, and participate in periodic audits conducted by Elco Systems to verify adherence to fair wage standards.

Internally, Elco Systems maintains competitive and equitable compensation practices, ensures equal pay for work of equal value, and integrates fair-wage criteria into procurement and supplier-selection processes. Continuous monitoring, annual ESG-aligned evaluations, and corrective action plans reinforce the company's commitment to ethical and sustainable operations.

This policy reflects Elco Systems' dedication to human rights, responsible sourcing, and long-term sustainability, ensuring that every worker contributing to its value chain is treated with dignity and compensated fairly.