

Human Rights Policy

Mercury Systems, Inc., together with each of its operating subsidiaries (collectively, “Mercury,” the “Company,” “our” or “we”) is committed to conducting business with the highest ethical standards and in compliance with applicable laws and Company policy.

This Human Rights Policy (the “Policy”) establishes standards for global business conduct related to human rights and labor for Mercury employees and Mercury suppliers. This Policy is informed by, among other things, the International Bill of Human Rights, the United Nations Guiding Principles on Business and Human Rights, the Ten Principles of the United Nations Global Compact and the International Labour Organization Declaration on Fundamental Principles and Rights at Work.

This Policy goes beyond mere compliance with law. When differences arise between standards and legal requirements, the stricter standard applies, in compliance with applicable law. We also expect our employees and suppliers to conduct themselves in accordance with all other Mercury policies, including the Code of Business Conduct and Ethics, available [here](#).

Violations of this Policy may affect the supplier’s business relationship with Mercury, up to and including termination of the business relationship. Company employees who violate this Policy will be subject to disciplinary action, which may include reduction in benefits, termination, referral for criminal prosecution and reimbursement to the Company or others for any losses or damages resulting from the violation.

Human Rights Principles

We respect human rights. We are committed to identifying, preventing and mitigating adverse human rights impacts arising from our business activities before or if they occur through due diligence and mitigation processes. As part of our commitment to human rights, we expect Company employees and suppliers to adhere to the following principles.

Fair Treatment

We are committed to ensuring that our team members, the people who work for our contractors, customers and suppliers, and the individuals in the communities affected by our activities are treated with dignity and respect. We strive to comply with all relevant labor and employment laws and expect our employees and suppliers to do so as well. We do not tolerate disrespectful or inappropriate behavior, unfair treatment or retaliation of any kind. Without limiting the foregoing, physical discipline or abuse, the threat of physical discipline or abuse, any form of harassment and verbal abuse or other forms of intimidation are prohibited.

Equal Opportunity and Diversity



We value the diversity of the people with whom we work and the contributions they make. We are committed to equal opportunity, intolerance of discrimination and harassment and maintaining workplaces that are free from discrimination or harassment on the basis of race, color, sex (including pregnancy, childbirth and related medical conditions), national origin, ancestry, age, religion, physical or mental disability, medical condition, gender, sexual orientation, gender identity and gender expression, genetic information, military or veteran status, marital status, request for family care leave, pregnancy disability leave, leave for an employee's own serious health condition or any other characteristic protected by applicable law.

Safe and Healthy Workplace

We provide a safe and healthy workplace that complies with applicable safety and health laws, regulations and internal requirements, and expect our suppliers to do the same. We also are dedicated to maintaining a productive workplace by minimizing the risk of accidents, injury and exposure to health risks. In addition, we are committed to engaging with our employees to continually improve health and safety in our workplaces, including the identification of hazards and remediation of health and safety issues.

As part of our commitment to a safe and healthy workplace, to the extent applicable, we expect Company employees and suppliers to:

- Comply with applicable safety and health laws, regulations and Company policies.
- Ensure that all employees and contractors are qualified and equipped to perform activities safely.
- Promptly inform Mercury of any health and safety incidents that occur while performing services for or on behalf of, or delivering goods to, Mercury.
- Provide adequate resources to manage workplace safety and to ensure that all personnel understand and properly exercise safety practices and procedures.
- If employee housing is provided, ensure the housing is clean and safe and has adequate lighting, ventilation, heating and cooling and access to electricity, water and sanitary facilities. Housing must be segregated from work areas and provide for privacy and workers must be free to come and go.

Mercury further acknowledges that the right to water is a fundamental human right. Our employees, as well as workers throughout our supply chain, should have access to safe drinking water.

Forced Labor and Human Trafficking; Recruitment Fees

We prohibit the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor, slave labor and any form of human trafficking. Company employees and suppliers must ensure that all work is voluntary, conducted only through freely agreed upon and documented employment terms and paid in accordance with all applicable laws and regulations. Company employees and suppliers may not engage in any form of trafficking in persons, procure commercial sex acts or use forced labor in the performance of contracts.



Employees of Mercury and its suppliers must have the right to freely terminate employment in accordance with applicable laws and regulations without fear of physical, psychological, sexual or verbal abuse. Employees of Mercury and its suppliers may not be required to lodge deposits of identity papers, including passports or work permits.

Recruitment fees may not be charged to employees or potential employees.

Child Labor

Mercury prohibits the use of child labor in our business and supply chain. We require that all employees of Mercury and its suppliers be of the appropriate age as defined by applicable local and national laws. We further prohibit the hiring of individuals that are under 18 years of age for positions in which hazardous work is required.

Work Hours, Fair Compensation and Benefits

We compensate employees competitively relative to the industry and local labor market. We strive to operate in full compliance with applicable wage, work hours, overtime and benefits.

Mercury employee and supplier employee working hours must be reasonable. Mercury and its suppliers may not require workers to work more than the maximum hours of daily labor set by applicable law. Overtime must be paid in accordance with all applicable laws and regulations.

Mercury employees and supplier employees must be paid living wages under humane conditions. Mercury and its suppliers must provide all workers with clear, written information about their employment conditions with respect to wages before they enter employment and as required by law throughout their term of employment. Deductions from wages as a disciplinary measure are not permitted, unless permitted by applicable law. Wages and benefits paid for a standard working week must meet, at a minimum, applicable legal standards.

Freedom of Association

Workers must be allowed to exercise freedom of association and receive the full benefit of applicable collective bargaining agreements.

Grievance Mechanism

Violations of this Policy can be reported anonymously by telephone voicemail at 866-277-5739 or by submitting a complaint via the internet at <https://www.whistleblowerservices.com/mrcy>.

All reports will be treated confidentially to the extent possible.