



Business Ethics Statement

VersaTech is committed to conducting its business in accordance with the highest ethical standards. In particular, our commitment to Safety, Quality, Integrity, Responsibility, and Respect for Others is steadfast, at all times, without exception. These five Core Values are the foundation of our corporate culture and must be embraced and practiced on an individual basis by all VersaTech employees. These values bind us together as a company and keep us working toward the same goals wherever we are and whatever we do. This policy applies to VersaTech and all its subsidiaries worldwide.

Our Actions Reflect Our Beliefs

- We endeavor to work safely, to protect the safety of others, and to protect the environment in which we work.
- We demonstrate integrity by acting honestly, obeying the law, and treating others, with whom we work, with fairness and respect.
- We do not use contractors, agents, consultants, brokers, distributors, or any other third party to perform any act that is in violation the law or VersaTech's policies.
- We promote integrity by encouraging employees to report any situation that appears to go against VersaTech's Core Values.
- We are committed to fair and equitable treatment of all our employees and applicants for employment.
- We are committed to delivering quality products and services that meet or exceed our customer's expectations.

We all play a crucial role in maintaining VersaTech's outstanding reputation. We honor the legacy of the generations of employees who built this company by our continued commitment to our Core Values.

Sincerely,

A handwritten signature in blue ink, appearing to read "David R. Volz, Jr.", is positioned above the printed name.

David R. Volz, Jr.
President

VersaTech Automation Services, LLC