

17. Juniper supports freely chosen employment, child labor avoidance, reasonable working hours, wages and benefits, humane treatment, nondiscrimination and freedom of association. Juniper requires that you not engage in human trafficking and involuntary servitude of any type and that you have an effective program to promote and ensure that and the humane treatment of workers.

NAME: ANSHUK PANDEY DATE: 04/07/2019

SIGNATURE: Anshuk