



Custom MMIC Inc.
Environmental Sustainability Policy Statement

Custom MMIC is committed to being environmentally aware, to actively support programs that reduce our company's environmental impact, and to continually improve our environmental performance as an integral part of our business strategy and operating procedures.

We seek to understand the effects that our business activities have on the environment by implementing and supporting initiatives such as:

- Reduction of material, water, and energy consumption
- Waste minimization
- Recycling of all applicable resources

We will encourage our customers, suppliers, and other stakeholders to do the same.

We recognize that we have a responsibility to the environment to meet or exceed legislative and regulatory requirements.

We will ensure that this policy and all procedures relating to it are understood, implemented, and maintained by all company employees.

Custom MMIC Representative

Signature

A handwritten signature in black ink, appearing to be 'P. B. O.', written over a horizontal line.

Date

8/31/18

Title

PRESIDENT