

Code of Conduct for exceet electronic's Suppliers

This code of conduct defines the ethical and legal principles and requirements made by exceet electronics to its suppliers of both goods and services. They refer, in particular, to the responsibility for people, society and the environment.

The supplier states that it is prepared to observe the following principles:

1 Total compliance with the laws:

1.1 The supplier will strictly observe the laws and prescriptions that form the basis of the business.

2 No tolerance for bribery or corruption

2.1 The supplier will not tolerate any form of corruption or bribery – further, it will not permit itself to be influenced in any way by them. This includes making illicit offers of payment or similar incitements to exceet electronics employees to influence a decision in its favour.

2.2 Additionally, the supplier will not tolerate any form of corruption or bribery vis-à-vis customers or well-known business partners of exceet electronics or itself influence or otherwise participate in such behaviour.

3 Paying attention to the fundamental rights of the employees

3.1 The supplier promotes the equal treatment of their employees, irrespective of their race, colour of skin, disabilities, social background, nationality, sex and age.

3.2 The supplier will not employ anyone against their will or force them to work, nor will they accept any form of treatment of their staff at any time that is of an unacceptable manner, causing mental hardship, sexual or personal discrimination or harassment.

3.3 The supplier respects and protects personal identity, personal rights and the private sphere of its employees.

3.4 The supplier ensures that its staff receive appropriate wages and complies with the respective nationally determined legal working hours.

3.5 The supplier will not handicap nor prefer employees who are members of a workers organisation where the state allows the legal right to freedom of association.

- 3.6 exceet electronics rejects any possible advantages that may arise through the use of child labour. The supplier promises to observe, as a minimum, the provisions of convention C138 from the International Labor Organisation (Convention concerning Minimum Age for Admission to Employment).

4 Accident and preventive health care measures

- 4.1 The supplier assumes responsibility for its employees regarding the safety at the work place and will take all measures to reduce or eliminate risks that may cause accidents at work.
- 4.2 In addition, the supplier will ensure that the working environment provided to its employees will prevent any negative health influences.
- 4.3 The supplier will conduct regular training to ensure that all its employees are properly trained with regards to workplace safety.

5 Environmental protection

- 5.1 The supplier will protect the environment in line with national legal norms and international standards.
- 5.2 The supplier will take appropriate measures to minimise the load on the environment and to protect the environment, as well as making continuous improvements in its use of energy so that this is both efficiently and environmentally-friendly.

6 Transmission of the code of conduct to the suppliers

- 6.1 The supplier will take reasonable efforts to promote compliance with this code of conduct in its own supply chain.
- 6.2 In addition, the supplier will observe a prohibition of discriminatory processes during both the selection of its suppliers and the collaboration with its suppliers.

Supplier's signature:

Company name and address

Authorised signature and company stamp

Name in capital letters

Location

Position

Date