

SUPPLIER CODE OF CONDUCT

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1. Introduction

Enics is committed to performing business with the highest ethical standards, integrity and in accordance with all applicable laws and regulations. Enics has a strong commitment to economic, environmental and socially sustainable development and is a signatory of the United Nations Global Compact (www.unglobalcompact.org) since 2011.

Enics is an international company providing electronics manufacturing services to its customers, and for this purpose Enics purchases components, materials and services from sub-suppliers and other business partners worldwide. At Enics, we expect that all business partners, especially our suppliers who directly contribute to our business (the “Suppliers”), comply with the UN Global Compact principles in addition to all applicable national and international laws and regulations as well as their contractual obligations towards Enics.

Enics strongly believes that it is in the mutual interest of both Enics and our Suppliers to meet the present and future requirements of markets and society. This includes demonstrating responsibility towards the environment and the people taking part in the manufacture and delivery of products and services.

This Supplier Code of Conduct (the “Code”) describes Enics’ corporate social responsibility requirements for our Suppliers. As a condition of doing business with Enics, we expect all our Suppliers to comply with these requirements.

2. Legal Compliance

The Supplier shall be committed to ethical conduct of business and shall take all necessary actions to ensure its compliance with this Code, applicable national and international laws and respect for human rights in the spirit of internationally recognized ethical standards (e.g., United Nations Global Compact and ICC Rules on Combating Corruption).

The Supplier represents and warrants that it has communicated the requirements of this Code to all persons acting on its behalf in connection with work for Enics, including its sub-contractors. The Supplier shall be responsible for ensuring that its employees and representatives understand and comply with the high level of these requirements.

The Supplier is solely responsible for the costs of complying with the Code.

If the Supplier uses sub-contractors for its supplies to Enics, the Supplier shall actively monitor and use its best efforts to ensure that its sub-contractors commit to ethical conduct of business and comply with the standards set in this Code. The Supplier shall take immediate and thorough steps to investigate and correct possible non-compliance in cases where ethical performance of its sub-contractors is questioned.

3. Corrective Measures and Consequences of Non-Compliance

If Enics finds or suspects incidents of non-compliance with the Code related to the Supplier, Enics informs the Supplier hereof and expects the Supplier to investigate and correct issues of non-compliance as soon as possible and within an agreed timeframe. If the Supplier does not show willingness to correct these issues, Enics will consider terminating the business relationship with the Supplier. Any such termination of any business relationship between Enics Group companies and the Supplier is considered a termination for cause and does not entitle the Supplier to any kind of compensation.

4. Supplier's Ethical Conduct of Business

4.1. Child Labour

Enics respects children's right to development and education. Therefore, Enics does not accept the use of child labour as part of the Supplier's work force. This includes employing children under the age of 15, children younger than the legal minimum age in the respective country, or children younger than the age of completing compulsory school. Juveniles (children between the age of 15 and 18) are only allowed to be employed by the Supplier, provided that the work complies with local laws and the ILO Minimum Age Convention.

4.2. Discrimination

Enics respects cultural differences and does not do business with a Supplier if the Supplier practices discrimination at work based on race, religion, gender, age, nationality or sexual orientation. The Supplier's employees must not be exposed to any physical punishment, threats of violence or physical, sexual, psychological or verbal harassment, maltreatment or to any form of retaliation in the workplace or in work-related situations.

4.3. Forced Labour

Enics does not permit forced or involuntary labour, which includes slavery, human trafficking, or any other forms of involuntary work. Enics' Suppliers must not use or benefit from forced labour. This includes forced prison work, work on a forced contract, slavery and other forms of work which are done against one's will or choice. The Supplier or any

entity supplying labour to the Supplier must not charge fees for recruiting personnel or withhold any part of any personnel's salary, benefits, property or documents in order to force personnel to continue working for the company. All personnel shall have the right to leave the workplace premises after completing the standard workday and be free to terminate their employment with reasonable notice. Enics does not tolerate employment, which confines the employee in debt bondage, for example, through fee-charging employment agencies.

4.4. Fair Working Hours and Salary

Enics recognises the need for a sound balance between working time and leisure time for all employees.

Unless the law provides otherwise, the maximum working time at the Supplier's sites is 48 hours per week plus a maximum 12 hours of overtime work. All workers shall be allowed to have at least one full day off within a period of seven days unless the national law/rules provide otherwise.

The Supplier must offer equal employment opportunities and fair compensation. Salaries for work and overtime shall be in accordance with the applicable national law or rules.

4.5. Right to Organise

The Supplier must acknowledge and respect the principle of freedom of association and the right to collective bargaining of their employees and not interfere with their workers' rights.

4.6. Health & Safety

Enics expects employee's occupational health and safety to be a priority throughout all aspects of its Suppliers' activities. At a minimum, Suppliers must ensure a good and safe working environment, which complies with all applicable health and safety laws, regulations and standards.

As a minimum:

- Workers must not be exposed to dangerous work without being properly protected. Workers must be provided with and must use suitable personal protection equipment and be instructed in its proper use.
- Facilities must comply with applicable laws and rules about construction safety as well as fire protection and fire alarms.
- Facilities must provide appropriate lighting and ventilation
- All dangerous materials must be stored in safe places and used in safe and controlled ways.
- All machinery must be properly maintained and shielded.
- Facilities for meals, resting and sleeping, must, if provided, be kept clean and safe.

Furthermore, the Supplier must take appropriate action, such as implementing and enforcing policies, standards, procedures, contingency measures and management systems, in order to prevent occupational illnesses and work-related accidents, and to provide a safe and healthy workplace for its employees.

4.7. Environment

Environmental considerations are an integral part of Enics business practices. The Supplier shall commit to reducing the environmental impact of its manufacturing process.

- **Pollution Prevention and Resource Reduction:**
The Supplier shall avoid pollution and actively strive to reduce material consumption.
- **Chemicals and Hazardous Materials:**
The Supplier shall ensure that all chemicals and hazardous materials are handled, stored and disposed of in an environmentally safe way and as required by law.

- **Air Emissions:**
The Supplier shall ensure that air emissions (e.g., of volatile organic chemicals, aerosols, corrosives, particulates, ozone-depleting chemicals and combustion by-products generated from operations) are to be characterized, monitored, controlled, and treated and discharged as required by law prior to discharge.
- **Wastewater and Solid Waste:**
The Supplier shall ensure that wastewater and solid waste generated from operations, industrial processes and sanitation facilities are monitored, controlled, and treated, discharged, or disposed of as required by law prior to discharge or disposal.
- **Recycling and Reuse of Materials and Products:**
The Supplier shall contribute to the recycling and reuse of materials and products to the extent possible.

4.8. Conflict Minerals

Enics expects its Suppliers to adhere to all applicable conflict minerals regulations. If a product contains one or more of the so-called conflict minerals (tin, tantalum, tungsten and gold or their ores) the Supplier shall on request and to its best knowledge provide transparency on the supply-chain up to the smelter.

4.9. Data Privacy

The Supplier shall respect his employees' right to privacy and must abide by all applicable data privacy and information security laws and regulations when handling any personal information concerning Enics' employees and its clients.

Unauthorized use, disclosure, or loss of such personal information of Enics' employees must be immediately reported to Enics' Data Privacy Officer at dataprivacy@enics.com.

4.10. Confidential Information and IPRs

Enics shares valuable confidential information with its Suppliers. In no event shall the Supplier misuse or disclose any information that may be Enics' or its end-customers' confidential information. The Supplier complies with all applicable laws and international treaties on intellectual property rights and does not infringe any Enics' or third parties' IPRs.

4.11. Anti-Corruption

Enics has a zero-tolerance policy regarding bribery and corruption and therefore does never offer or accept any kind of undue payment or trade in influence in any of our business transactions. The Supplier must comply with all applicable anti-corruption laws and regulations, notably provisions prohibiting corruption, bribery and other unethical business practices and must:

- Not pay bribes - this also applies to third parties;
- Not make facilitation payments (payment to speed up processes); and
- Not offer nor accept excessive gifts, hospitality or entertainment.

4.12. Fair Competition and Transparent Business

Suppliers must compete in a fair manner and comply with applicable competition laws and regulations. Suppliers are expected not to enter into agreements that might constitute a breach of antitrust law, nor to take advantage of any dominant market position they might hold.

The Supplier shall conduct its business dealings transparently and reflect them accurately on its business books and records.

5. Audits

Enics may verify its Suppliers' compliance with this Code by conducting announced audits at the Suppliers' sites, including manufacturing facilities, during the term of the contractual relationship and for three (3) years after the termination of the contractual obligations. Such audits may be performed either by Enics, Enics' end-customers or a third-party auditor chosen by Enics or Enics' end-customer.

The Supplier shall be prepared to provide access to relevant and reasonably requested information and documentation during an audit. All parties carrying out audits are bound to confidentiality by written agreements. All information and results obtained in connection with the audits will be handled confidentially by Enics and Enics' end-customer.

Furthermore, Suppliers are expected to manage, monitor and develop their own supply-chains in such a manner to ensure Enics' requirements under this Code are met. Suppliers shall use their best efforts to ensure access for Enics' compliance audit also to its sub-contractors' premises.

This commitment is given by the Supplier on behalf of the companies belonging to the same group of companies and is given to Enics Group as a global entity.

This Commitment shall be signed by an authorised representative of the Supplier. By signature Supplier confirms to acknowledge and adhere to the principles and provisions laid out in this document (fill in using block letters or company stamp):

Supplier Company name: _____

Address: _____

Place and Date: _____

Name and title of the
authorised representative: _____

Signature of the
authorised representative: _____