

CODE OF CONDUCT FOR SUPPLIERS

PowerOn sets high standards for its own business practices and strives to deal with its corporate social responsibility in a satisfactory manner. One important aspect of the enclosed principles is that we aspire to encourage improvement. This means that the suppliers that fail to conform to the principles will be given time to eliminate nonconformances. PowerOn will in cooperation with all our suppliers working to ensure that business is conducted in accordance with internationally recognized principles of business ethics and social responsibility. If irregularities are related to vendor policies should be implemented to remedy this. This straightforward code of conduct for suppliers defines the appropriate behavior.

1. National legislation

In all of their activities, PowerOn's suppliers must operate in full compliance with the legislation, rules and regulations of the countries in which they operate.

2. Human rights

Suppliers are expected to support and respect the protection of internationally proclaimed human rights, such as the United Nations Universal Declaration of Human Rights, and ensure that they are not complicit in human rights abuses.

3. Labour rights

Suppliers are expected to be committed to upholding the human rights of workers, and to treat them with dignity and respect as understood by the international community. The human rights of workers are defined in the International Labor Organization Conventions.

- Freely Chosen Employment ILO Convention 29
- Child Labour Avoidance ILO Convention 138, Convention on the Rights of the Child, Art. 31 & 32
- Working Hours ILO Convention 1
- Wages and Benefits ILO Convention 131
- Humane Treatment. The supplier's disciplinary policies and procedures shall be clearly defined and communicated to workers. There shall be no harsh or inhumane treatment, including no sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse of workers: nor is there to be a threat of any such treatment.
- Non-Discrimination ILO Convention 100
- Freedom of Association

4. Health & safety

Occupational Safety

Worker exposure to potential safety hazards shall be minimized through proper design, engineering and administrative controls, preventative maintenance and safe work procedures as well as by ongoing safety training. Where hazards cannot be adequately controlled by these means, workers are to be provided with appropriate, well-maintained, personal protective gear. Workers shall not be disciplined for raising safety concerns (ILO Convention 155 and Recommendation 164).

5. The environment

In manufacturing operations, adverse effects on the community, the environment and natural resources are to be minimized while safeguarding the health and safety of the public. The following aspects are expected to be addressed:

- Pollution Prevention and Resource Reduction
- Hazardous Substances
- Wastewater and Solid Waste
- Air Emissions
- Emission of Greenhouse Gases (GHG)



- Use of freshwater
- Use of environmentally friendly components
- Environmental Permits and Reporting

6. **Anti-corruption**

The highest standards of integrity are to be expected in all business interactions. Suppliers and their agents shall prohibit all forms of corruption, extortion and embezzlement. Monitoring and enforcement procedures shall be implemented to ensure conformance.

Bribes or other means of obtaining undue or improper advantage are not to be offered or accepted.

7. **Other ethical business practices**

Information regarding business activities, structure, financial situation and performance shall be disclosed in accordance with applicable regulations and prevailing industry practices.

Intellectual property rights shall be respected; the transfer of technology and know-how shall be done in a manner that protects intellectual property rights.

Standards for fair trading, advertising and competition are to be upheld. Appropriate means should be available to safeguard customer information.

The supplier shall ensure confidentiality and protection of employees raising concerns.

The Supplier is expected to be firmly opposed to all forms of money laundering and shall take steps to prevent its financial transactions from being used by others to launder money.

The Supplier is expected to comply with regulatory and customer requirements regarding the prohibition and restriction of substances, including hazardous substances and conflict minerals like Tin, Tantalum, Tungsten and Gold (including their derivatives) originating in the Democratic Republic of the Congo or its surrounding countries.

We hereby confirm that PowerOn's Conduct principles have been received, read and understood.

Supplier:

..... Date
Place Sign.