



# GLOBAL SUPPLIER CODE OF CONDUCT

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## **EXECUTION IS OUR EXPERTISE**

Since the 1980's, Consolite Technology has held itself to maintaining rigorous ethical standards, behaviours and compliance. In order to do business together, we expect all suppliers to be ethical, responsible and to fully comply with all applicable laws and regulations. Your support as an Consolite Technology supplier, and that of our broader supply chain, ensures Consolite Technology can continue to deliver quality turnkey solutions to customers worldwide.

## 1. INTRODUCTION

The Consolite Technology Code of Conduct specifies the standards of behaviour Consolite Technology requires of our suppliers. Its purpose is to communicate expectations to the global supply chain.

Suppliers are expected to cascade these principles to their own suppliers in order to ensure alignment across the supply chain. This may involve the establishment of supply chain management processes that integrate the requirements of the Consolite Technology Code of Conduct.

## 2. HEALTH, SAFETY AND ENVIRONMENT

All suppliers must make proper provision for the health, safety and welfare of their employees, contractors, visitors and those in the community who may be affected by their operations. We expect suppliers to comply with legal and industry requirements and seek to implement best practice in their industries. Suppliers must adopt procedures and practices to minimise any negative impacts on the environment.

## 3. RESPONSIBLE SOURCING

Suppliers must provide products made from materials that are sourced responsibly and are 'conflict-free' in accordance with OECD guidelines. Suppliers shall incorporate a method to control counterfeit parts in their purchasing process as well as their personnel contribution to product safety and the importance of conducting ethical business behavior.

## 4. SUPPLIER EXCELLENCE

We treat all our customers, suppliers and partners with fairness and honesty. We expect suppliers to demonstrate these same behaviours. When seeking new suppliers and partners, we take steps to choose suppliers and partners whose values and business behaviour meet high ethical standards. Suppliers must only engage with those who meet ours and your standards with regard to conduct.

Suppliers must conduct your business free from conflicts of interest or mitigate appropriately any such conflicts if they arise. Suppliers must maintain accurate and complete records of your business transactions.

We do not accept child labour or any practice that inhibits the development of children. Suppliers must not employ anyone under the age of 15 years or, where it is higher, the mandatory national school leaving age. Suppliers must refrain from using any form of involuntary labour.

The supplier must ensure that all wages meet local minimum wage requirements. Standard working hours must not exceed legal limits and overtime must not exceed the maximum allowed by law.

Suppliers are expected to promote equal opportunities for all and value diversity. Harassment or discrimination towards employees must not be tolerated.

## 5. SUPPLIER INTEGRITY

We expect suppliers to comply with legal and industry requirements and seek to implement best practice in their industries.

We never offer, give or accept anything of value that is, or could be seen as, improperly influencing business decisions. Suppliers must conduct business honestly, fairly and free from any bribery or corruption. Suppliers must not offer or make facilitation payments.

Our intellectual property and confidential information are vital assets of our business and we protect them from unauthorised use and disclosure. Suppliers must safeguard our resources and information and ensure that all data and documents are kept secure.

We protect the confidential information we hold. We only share and use it internally to the extent that we are permitted to, and we never share it externally without authorisation. Suppliers must use appropriate nondisclosure or confidentiality agreements to protect our confidential and proprietary information.

Suppliers must comply with all relevant export control legislations and competition (antitrust) laws in the countries where they operate or sell product.

We will not knowingly help our customers, suppliers or anyone else we work with to evade tax. Suppliers must not ask us to do anything which helps them evade tax.

Suppliers are expected to behave ethically in all interactions with governments, their agencies and representatives. Any and all lobbying activities must be in compliance with all applicable laws.

## 6. SUPPLIER COMMITMENT

Suppliers must make the Consolite Technology Supplier Code of Conduct available to employees in the business language of the company.

Suppliers are required to disseminate these expectations throughout their own supply chain and incorporate the principles set out in this document as part of routine sustainable business practices.