

At Pektron, we believe in mutual respect and open, constructive dialog. We believe that upholding human rights and freedoms is essential to running a successful business. We balance our commercial activities and providing innovative products to our customers with compliance to applicable laws.

With these values in mind we expect our Business Partners to also uphold the principles of sustainable business. It is our expectation that each of our Suppliers will follow the values, principles and standards outlined below and that they will convey these principles onto their Business Partners.

## Social Sustainability

<b>Social Responsibility</b>	We expect all of our Business Partners to respect the laws and culture of different countries, embrace the diversity of cultures introduced by Pektron, our customers, suppliers and employees.
<b>Human rights</b>	We expect all of our Business Partners to respect human rights. Our Suppliers should actively promote ethical behaviour through adoption of a code of conduct.
<b>Child labour and Young Workers</b>	Pektron does not tolerate any form of child labour. All our Business Partners have to comply with applicable laws regulating workers' age of employment.
<b>Forced labour</b>	Pektron does not tolerate any form of forced or compulsory labour. Pektron does not tolerate any form of human trafficking. All our Business Partners have to comply with applicable employment laws.
<b>Remuneration</b>	Pektron honours the right to a reasonable remuneration. Pektron expects all of their Business Partners to comply with relevant laws regulating worker's pay.
<b>Hours of Work</b>	Pektron expects all of their Business Partners to comply with relevant laws regulating working time, overtime and holiday allowances.
<b>Pensions</b>	Pektron expects all of their Business Partners to comply with relevant laws regulating workers' pensions.
<b>Freedom of Association</b>	Pektron expects all of their Business Partners to recognise employees' freedom of association. All workers should have the right to join labour unions, seek representation and join workers' councils, have right to collective bargaining etc as prescribed in relevant local laws and regulations.
<b>Equal Opportunity / Harassment Policy</b>	We are committed to diversity. All employees at Pektron enjoy equal opportunity, regardless of age, gender, race, religion, nationality or sexual orientation. Pektron does not tolerate any form of discrimination or harassment. Workers should be able to communicate with management without fear of reprisal, intimidation or harassment.
<b>Health and safety</b>	All of Pektron's Business Partners should strive to provide safe working facilities. They should take suitable precautions to protect the people, working for behalf of their organisation, from accidents and work-related illnesses. Pektron expects all of their Business Partners to comply with relevant laws regulating health and safety at work.

## Environmental Sustainability

<b>Environmental Protection</b>	All Suppliers are expected to implement a consistent environmental protection system or programme.
<b>Resource Use</b>	Pektron expects their Suppliers to strive to minimise their environmental impacts and manage their resource use. Examples include striving to reduce consumption of energy and water, reduction of emissions to air, reduction of use of raw materials and reduction of packaging waste.
<b>Environmental Laws</b>	Pektron expects all of their Suppliers to comply with relevant environmental laws and regulations.

## Business Ethics

<b>Code of Conduct</b>	Lawful and responsible conduct is integral to Pektron’s policies. We expect all of our Business Partners to act responsibly and to uphold applicable laws and regulations.
<b>Bribery and Corruption</b>	We do not tolerate any types of unethical behaviour such as accepting bribes, fraud, corruption and tax avoidance.
<b>Data Protection</b>	Pektron expects all of its Suppliers to maintain control over any data to ensure compliance with data protection laws. We expect our Suppliers not to divulge any information of Pektron, Pektron’s products, Pektron’s Customers or any other data where their publishing could directly or indirectly harm Pektron, Pektron’s Employees or Customers, or could affect Pektron’s supply chain.
<b>Conflict Minerals</b>	Increase the awareness of use of conflict minerals such as Tin, Tungsten, Tantalum and Gold. Aim to use only raw materials whose extraction, transport, trade, processing and export neither directly or indirectly provide funding to conflicts and human rights abusers.
<b>Trade Compliance</b>	We expect all of our Suppliers to act in line with trade compliance laws. We expect our Supplier’s to wherever possible limit trade with countries from Conflict-Affected and High-Risk Areas.

## Assessments and Misconduct Procedure

<b>Assessments</b>	Pektron will verify Supplier’s compliance to this Policy through self-assessment questionnaire. In areas of high concern/risk Pektron reserves the right to audit a Supplier and/or their subcontractors.
<b>Consequence of Misconduct</b>	Pektron reserves the right to take appropriate measures against Suppliers that do not fulfil these requirements, including suspension or termination of a supply relationship.



# SUPPLIER SUSTAINABILITY POLICY

DNX-05 ISSUE 04

PAGE 3 OF 3

The Supplier Sustainability Policy has the full support of Pektron's Top Management.

