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## Code of Conduct

### *supplier policy*

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#### **1. Preamble:**

Chips 4 Light is aware of its ecological, social and ethic responsibility. Therefore, our purpose is the continuous improvement of sustainability. Of course, our employees work according to this philosophy.

Chips 4 Light wants their suppliers to act the same way for optimizing an integrated projection.

The following aspects are the minimum, we expect:

#### **2. Supplier behaviour in the business environment**

##### **2.1. Labour and human rights:**

- comply with all labour laws and regulations in their own country as well as in participating countries
- equal rights for all employees, no matter which age, race, colour, religion, disability, marital status, pregnancy status, gender identity, political affiliation, sexual orientation, social origin, national origin or any other status unrelated to an individual's ability
- Workplace free of harassment and abuse
- fair payment of living wages, at least legal minimum standards (ILO-conventions 26, 131)
- non-excessive working hours
- neither direct or indirect relations to child labour nor any support of it (ILO-conventions 79, 138, 142, 182)
- no support of forced labour, slavery or any similar work
- Workplace meeting healthy standards of labour protection laws
- no tolerance of bribery or corruption - no direct or indirect participation

## 2.2. Ethic business behaviour:

- Data protection and confidential handling of personal, financial and technical data as well as business correspondence
- Technology- and Know-How-transfer while protecting intellectual property
- highest integrity standards of all business activities. Zero-tolerance against corruption, bribery, extortion or concealment

## 2.3. Environmental Protection:

- Sustainability
- reducing waste or use of water, energy, natural resources, hazardous substances, emissions
- minimizing of energy consumption to improve power efficiency
- no support of animal testing in a direct or indirect manner
- Usage of renewable energy wherever possible



## 2.4. Supply Chain:

- Control and transfer of information through the supply chain regarding mineral country of origin and the smelters and refiners being utilized - where available.
- meeting environmental standards (REACH/RoHs)

## 3. Acknowledgement and acceptance:

We confirm the conformity and compliance with this code of conduct

### Agreement

supplier stamp	
Sinzing, 24.02.2023	 place, date and signature
 CHIPS 4 LIGHT	
<p>Chips 4 Light GmbH Am Kühlen Kasten 8 93161 Sinzing Germany Tel. +49 9404 64133-0 www.chips4light.com</p>	

Please send the signed document to [desiree.prem@chips4light.com](mailto:desiree.prem@chips4light.com)

Thank you! Chips 4 Light - Team