



WHY WE HAVE A CODE OF CONDUCT

At Camtec Power Supplies we have this Code of Conduct to do business in the right way. Everyone needs to be familiar with and follow the Code of Conduct. The people at Camtec like to create an open culture where people can Speak Up, without fear of retaliation. You should discuss the Code of Conduct with your team to check that they understand what the requirements are and recognize people in your team who do the right thing. If you are ever unsure, ask for help from your line manager or the CEO of Camtec.

IF YOU HAVE AN ETHICAL DILEMMA, ASK YOURSELF:

• *Is it in line with our Code of Conduct?* • *Is it legal?* • *Would I be happy reading about it in the newspaper or on social media?* • *Am I comfortable with my decision?* • *Could I explain my decision to colleagues, family or friends?*

If you don't follow the Code, the consequences can be serious for both the reputation of Camtec Power Supplies and for you as an employee. Camtec could face significant fines and/or penalties and there could be personal liability too. The Code of Conduct is here to keep CAMTEC, and you, safe and to help you understand what is okay and what is not okay.

Nobody wants any Camtec employee to end up in a bad situation because they did not know what to do, or who to ask for help. If you become aware of a breach of the Code of Conduct, please report it so that action can be taken to remedy the breach.



RESPECT FOR PEOPLE

Our employees and business partners (customers, sales partners, and suppliers) are the focus of our activities. Respective relationships shall be marked by mutual appreciation and reliability.

People are our most important resource, and it is of the utmost importance that our People can thrive and be at their best in the workplace. This includes having respect for laws, working conditions and each other, wherever we operate. There is zero tolerance for bullying and harassment.

We expect honesty in our actions as well as courtesy, respect, and fairness in our dealings with each other. We offer fair working conditions and comply with the statutory provisions for the protection of employees.

DIVERSITY & INCLUSION POLICY

By embracing diversity and ensuring we continue to build an inclusive culture.

We attract, recruit, develop and retain a diverse workforce. We build and embed an inclusive culture where people can bring their true selves to work. We support employees to give their best, and where their views, opinions and talents are respected. Camtec is committed to ensuring that existing and prospective employees are treated fairly, equal and with respect in an environment that is free from any form of discrimination, bullying or harassment.

• *Discrimination will not be tolerated in any form!*

including on the basis of age, disability, marriage and civil partnership status, pregnancy, ethnicity, nationality, religion or belief, gender or gender reassignment, sexual orientation, educational background, or any other status specified by applicable local law or regulation.



BRIBERY & CORRUPTION

Bribery is illegal. If you break anti-corruption and bribery laws the penalties are severe for the company, potentially our partners, and you as an individual. These include unlimited fines and imprisonment. We have a zero-tolerance approach to bribery and corruption.

You should never do anything to inappropriately impact the performance of an official's duties. This includes payments, excessive entertainment or other action.

TRADE CONTROLS

Governments use export controls and trade sanctions to maintain international stability, peace and security. When selling goods or transferring technology, trade compliance regulations require us to consider the following areas:

The destination we are selling to (is it subject to an embargo or other restrictions?)

The types of products we are selling (can they be used for military applications or weapons of mass destruction proliferation?)

The customer themselves (are there restrictions on selling to the customer?)

The intended end use (for example, are the goods going to be used in a weapons of mass destruction programme?)

We take trade compliance very seriously. Failure to comply can have serious implications for both our organization and individuals. Penalties include large fines, termination of export privileges and, in extreme cases, imprisonment.

- *Interacting with Authorities*

As part of their duties, governments and their agencies conduct investigations to see if companies and individuals are complying with law and regulations. This may be because they have received information alleging a violation, they have identified non-compliance from a filing or a company reports itself.

We co-operate with government investigations and queries

If our sites are attended by the authorities you must inform the CEO of Camtec

Be polite but firm and ask for written documentation for authority to access premises.



Data Privacy and Confidential Information

We are committed to complying with data privacy regulations and laws as we process and hold personal data on a range of individuals, from our employees to our customers.

- **What is personal data?**

Personal data are all data that make an individual person directly or indirectly identifiable (e.g., name, address, age, gender, e-mail addresses but also indirect data on IP addresses or bank details).

Protect personal data from unauthorized access (e.g., by maintaining the required security standards in electronic communications with third parties).

Collect personal data only when necessary to perform the task and as permitted by law.

Dispose of records containing personal data in a controlled and secure manner.

Require our business partners to maintain the same high privacy standards

Any loss, theft or unlawful disclosure of data must be reported to the Legal Team as soon as it is discovered because in some countries there are very strict time limits for informing the regulator of a potential breach.



No form of Modern Slavery is acceptable in our operation or supply chain. Modern Slavery is a crime and a violation of fundamental human rights. It is a term used to encompass slavery, servitude, forced compulsory labor, bonded and child labor and human trafficking, all of which involve the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

We will not engage with organizations which facilitate any form of slavery including the use of child labor or forced labor, or which do not recognize freedom of association or collective bargaining.

No form of slavery or human trafficking is allowed to take place in any part of our business.

Child labor and forced labor are prohibited

All laws and regulations regarding Modern Slavery will be adhered to



Working with our Partners

Our suppliers and third-party providers play an important role in ensuring we uphold the highest ethical and legal standards throughout our supply chain. We will source products and services from organizations that are willing to meet the same standards as us.

The Suppliers and Third-Party Providers we do Business with Must Adhere to the Policy in All Areas Including, but Not Limited To:

Complying with all applicable national and international laws and regulations
Complying with the requirements of the Ethical Trading Policy and policies set out in this document for:

- Anti-Bribery and Corruption
- Diversity and Inclusion
- Modern Slavery and Trafficking
- Environment, Health & Safety



WE MUST ALL BE COMMITTED TO:

Protecting and safeguarding people, minimizing the impact on our employees' physical, mental health and wellbeing.

- ***Protecting the environment***

- Complying with all applicable laws and regulations
- Promoting best environment & health practice in our workplace
- Managing EH&S matters in line with other critical business activities
- Promoting a culture in which all Group employees share this commitment

CONFLICT MINERALS

Camtec supports the efforts of human rights organizations to end violence and atrocities in Central Africa (the Democratic Republic of Congo (DRC) and nine adjoining countries: Republic of Congo, Central Africa Republic, South Sudan, Zambia, Angola, Tanzania, Burundi, Rwanda and Uganda). We are therefore committed to ethical practices and seek to keep our supply chain and products free from conflict minerals. We require suppliers to have due diligence processes in place to identify and verify the source of conflict minerals contained in their products. We look to suppliers to advise on the conflict mineral status of products and welcome dialogue from customers on areas of their conflict minerals compliance that we may be able to support.

EU RoHS Directive

We monitor legislation that will impact the electronics industry. We continually review our products. We publish the RoHS status of products, based on information provided by our suppliers.

EU REACH Regulation

We support the objectives of the EU REACH Regulations. The effects of REACH and the obligations arising for industry will continue to develop over many years. We welcome dialogue with customers on areas of compliance that we may be able to support. Areas of interest typically include the following:

- Continuity of supply - we maintain an active dialogue with suppliers to minimize disruption to the supply of any products affected by REACH
- Substances of Very High Concerns (SVHCs) - we will inform customers of the presence of SVHCs if present at >0.1% by weight of a product as soon as this information is available from our suppliers
- Registration obligations - as part of the evolving regulations where articles containing substances which fall under the EU REACH criteria and are placed on the EU market are to have their information on these articles submitted to ECHA, as from 5 January 2021

Environmental and climate protection, energy efficiency, sustainability

Careful handling of the environment, economical use of resources, regulated recycling and disposal are important components of our corporate philosophy – this claim also applies to our business activities and our products. These principles play an important role throughout the entire product life cycle – e.g., in development, production, packaging, shipping, use by customers, recycling and disposal.