

Camtec Power Supplies, Supplier Code of Conduct

This Code of Conduct defines the principles and requirements of *Camtec Power Supplies* towards suppliers of goods and services regarding their responsibility for people and the environment. *Camtec Power Supplies* reserves the right to amend the requirements of this Code of Conduct. In this case *Camtec Power Supplies* expects its suppliers to accept such reasonable changes.

Camtec Power Supply awaits from the suppliers:

Compliance with the laws.

To comply with the laws of the applicable jurisdiction.

The supplier prohibit corruption and bribery.

He takes care not to tolerate or in any way engage in any form of corruption or bribery including any unlawful offer of payment or similar inducement to government officials to influence decision-making.

The supplier respects the fundamental rights of its employees and makes sure:

To promote equal opportunities and equal treatment of its employees regardless of their colour, race, nationality, social origin, disability, sexual orientation, political or religious beliefs, and gender or age. To respect the personal dignity, privacy, and personal rights of each individual. Not to employ or force anyone to work against their will.

Not to tolerate unacceptable treatment of workers, such as psychological hardship, sexual and personal harassment, or discrimination. Also not tolerate behaviour (including gestures, language, and physical contact) that is sexual, coercive, threatening, abusive or exploitative.

To provide adequate remuneration and ensure that the national minimum wage is the minimum wage established by law.

To comply with the maximum working hours established by law in the respective state. To recognise, to the extent permitted by law, the freedom of association of workers; and neither favour nor discriminate against members of workers' organisations or trade unions.

To prohibit child labour and not to employ workers who are not at least 15 years of age. In countries that fall under the developing country exception to ILO Convention 138, the minimum age may be reduced to 14 years.

Health and safety of the employees.

The supplier takes responsibility for the health and safety of its employees to reduce risks and take the best possible precautions against accidents and occupational diseases. The supplier takes responsibility to establish and apply an appropriate occupational safety management system. He also provides training and ensure that all employees are knowledgeable in occupational safety.

Environmental protection

The supplier cares to observe environmental protection with respect to legal norms and international standards. He also takes care to minimise environmental impacts and continuously improves environmental protection. We welcome he is to establish and apply an appropriate environmental management system.

Supply chain

The supplier is required to adequately promote compliance with the contents of the Code of Conduct among its suppliers and to adhere to the principles of non-discrimination in the selection of suppliers and in dealing with his suppliers.