



AT&S AG Supplier Code of Conduct

AT&S

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1 Supplier Code of Conduct

(hereinafter also referred to as “Code”)

Company name
Address
Country of place of Business |
(hereinafter “Supplier”)

1.1 Introduction

AT & S Austria Technologie & Systemtechnik Aktiengesellschaft, its subsidiaries and affiliates (collectively, “AT & S”), being a responsible corporate citizen, has taken proactive measures to ensure the highest standards of professional and ethical business conduct.

AT&S recognises that the supply chain is a critical extension of our business value chain and actively strives to develop and work together with AT&S suppliers, contractors, agents, service providers and subcontractors (collectively, “Suppliers”) to achieve the goals referred to below.

This Code is modelled on and contains language from the Responsible Business Alliance (RBA) Code of Conduct, and it also draws upon internationally recognised standards (for example, the Universal Declaration of Human Rights (UDHR), standards issued by organisations such as the International Labour Organization (ILO), Social Accountability International (SAI), and the Ethical Trading Initiative (ETI). Relevant references are provided at the end of this Code).

1.2 Purpose

The purpose of this Code is to advise Suppliers on AT&S’s requirements for conducting business with us. A Supplier’s status of compliance with this Code will be one of the considerations for AT&S in its evaluation of, and decision-making on, purchasing.

AT&S also encourages its Suppliers to implement the requirements of this Code or an equivalent “down-the-supply chain” with its suppliers, contractors, services providers, agents and subcontractors. AT&S requires that Suppliers comply with this Code by using the management systems described below.

1.3 AT&S & Supplier Commitments

AT&S is committed to ensure that working conditions in AT&S’s supply chain are safe, that workers are treated with respect and dignity, and that manufacturing processes are environmentally responsible and sustainable, and we ask our Suppliers to ensure the same.

Suppliers shall commit, in all their activities, to operate in full compliance with all the laws, rules, and regulations of the countries in which they operate. AT&S or a third party agent authorised by AT&S may visit Supplier facilities, with notice, to assess compliance with this Code and to audit Supplier’s wage, hour, payroll, and other worker records and practices related to ethics, labour, health and safety, environment including the respective management systems. Violations of this Code may result in immediate termination of the business relationship with the Supplier and in certain circumstances legal action.

2 Labour and Human Rights

Suppliers must uphold the human rights of workers, and treat them with dignity and respect as understood by the international community. This applies to all workers including temporary, migrant, student, contract, direct employees, and any other type of worker.

2.1 Non-Discrimination

Suppliers shall not discriminate against any worker based on skin colour, age, gender, sexual orientation, ethnicity, disability, religion, political affiliation, union membership, national origin, pregnancy or marital status in hiring and employment practices such as applications for employment, promotions, rewards, access to training, job assignments, wages, benefits, discipline, and termination. Workers shall be provided with reasonable accommodation for religious practices if needed. At least a contact point has to be established where employees may report any special needs. Suppliers shall not require a pregnancy test or discriminate against pregnant workers except where required by applicable laws or regulations or prudent for workplace safety. In addition, Suppliers shall not require workers or potential workers to undergo medical physical or psychological tests that could be used in a discriminatory way except where required by applicable laws or regulations or prudent for workplace safety.

2.2 Humane Treatment

Suppliers shall commit to a workplace free of harassment. Suppliers shall not threaten workers with or subject them to harsh or inhumane treatment, including sexual harassment, sexual abuse, corporal punishment, mental coercion, physical coercion, verbal abuse, or unreasonable restrictions on entering or exiting company-provided facilities. Suppliers shall prohibit harassment and unlawful discrimination in the workplace.

2.3 Prevention of Involuntary Labour and Human Trafficking

Suppliers shall combat trafficking in human beings and shall not use any form of slave, forced, bonded, indentured, or exploitative prison labour. This includes the transportation, harbouring, recruitment, transfer, or receipt of persons by means of threat, force, coercion, abduction, fraud, or payments to any person having control over another person for the purpose of exploitation. Employment must be voluntary and workers shall be free to leave work or terminate their employment with reasonable notice. Suppliers and agents may not hold or otherwise destroy, conceal, confiscate or deny access by employees to their identity or immigration documents, such as government-issued identification, passports or work permits, unless such holdings are required by law. Suppliers shall ensure that third-party agencies providing workers are compliant with the provisions of this Code and the laws of the sending and receiving countries, whichever is more stringent in its protection of workers. Suppliers shall ensure that contracts for both direct and contract workers clearly convey the conditions of employment in a language understood by the worker. Workers shall not be required to pay employers' or agents' recruitment fees or other related fees for their employment. If any such fees are found to have been paid by workers, such fees shall be repaid to the worker.

2.4 Child Labour Prohibition and Juvenile Worker Protection

Child labour is strictly prohibited. Suppliers shall not employ children. The minimum age for employment or work shall be 15 years of age, the minimum age for employment in that country, or the age for completing compulsory education in that country, whichever is higher. This Code does not prohibit participation in legitimate workplace apprenticeship programmes that are consistent with Article 6 of ILO Minimum Age Convention No. 138 or light work consistent with Article 7 of ILO Minimum Age Convention No. 138. Workers under the age of 18 shall not perform work that is likely to jeopardise the health or safety of young workers including night shifts and overtime. Suppliers shall ensure proper management of student workers through proper maintenance of student records, rigorous due diligence of educational partners, and protection of students' rights in accordance with applicable law and regulations. Supplier shall provide appropriate support and training to all.

2.5 Working Hours

Studies of business practices clearly link worker strain to reduced productivity, increased turnover and increased injury and illness. Workweeks are not to exceed the maximum set by local law. Further, a workweek should not be more than 60 hours per week, including overtime, except in emergency or unusual situations. Workers shall be allowed at least one day off per seven-day week.

2.6 Wages and Benefits

Suppliers shall pay all workers at least the minimum wage required by applicable laws and regulations and provide all legally mandated benefits. Workers shall be compensated for overtime hours at the premium rate required by applicable laws and regulations. Deductions from wages as a disciplinary measure shall not be permitted. Suppliers shall offer vacation time, leave periods, and holidays consistent with applicable laws and regulations. For each pay period, workers shall be provided with a timely and understandable wage statement that includes sufficient information to verify accurate compensation for work performed. All use of temporary, dispatch and outsourced labour will be within the limits of the local law.

2.7 Freedom of Association

In conformance with local law, Suppliers must respect the right of all workers to form and join trade unions of their own choosing, to bargain collectively and to engage in peaceful assembly as well as respect the right of workers to refrain from such activities. Workers and/or their representatives shall be able to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation or harassment.

2.8 Responsible Sourcing of Minerals

Suppliers must have a policy to reasonably assure that any tantalum, tin, tungsten, gold or cobalt in the products they manufacture does not directly or indirectly finance or benefit armed groups that are perpetrators of serious human rights abuses (especially but not exclusively in the Democratic Republic of the Congo or an adjoining country). Suppliers shall exercise due diligence on the source and chain of custody of these minerals and make their due diligence measures available to customers upon customer request using Responsible Minerals Initiative (RMI) or equivalent standards.

3 Health and Safety

AT&S recognises that integrating sound health and safety management practices into all aspects of business is essential to maintain high morale and provide innovative, high-quality products and services and a high consistency of production. Suppliers shall commit to creating safe working conditions and a healthy work environment for all of their workers and also recognise that ongoing worker input and education is essential for identifying and solving health and safety issues in the workplace.

Recognised management systems such as ISO 45001 (formerly OHSAS 18001) and ILO Guidelines on Occupational Safety and Health were used as references and underlie this Code and may be a useful source of additional information.

3.1 Occupational Safety

Suppliers shall eliminate physical hazards where possible. Worker exposure to potential safety hazards (e.g. biological, chemical, physical, electrical, explosive, fire, vehicle, fall hazards) are to be identified, assessed, and controlled through proper design, engineering and administrative controls, preventative maintenance and safe work procedures (including lock out/tag out), and ongoing safety training. Where hazards cannot be adequately controlled by these means, workers are to be provided with appropriate, well-maintained, personal protective equipment and educational materials about risks to them associated with these hazards. Reasonable steps must also be taken to remove pregnant women/nursing mothers from working conditions with high hazards, remove or reduce any workplace health and safety risks to pregnant women and nursing mothers including those associated with their work assignments, as well as include reasonable accommodations for nursing mothers. Workers shall not be disciplined for raising safety concerns and shall have the right to refuse unsafe working conditions without fear of reprisal until management adequately addresses their concerns.

3.2 Emergency Prevention, Preparedness, and Response

Suppliers shall anticipate, identify, and assess emergency situations and events and minimise their impact by implementing emergency plans and response procedures, including emergency reporting, worker notification and evacuation procedures, regular worker training and drills, appropriate first-aid supplies, fire detection and suppression equipment, adequate exit facilities and recovery plans.

3.3 Occupational Injury and Illness

Suppliers shall establish procedures and systems to manage, track, and report occupational injury and illness. Such procedures and systems shall encourage worker reporting, classify and record injury and illness cases, investigate cases and implement corrective actions to eliminate their causes, provide necessary medical treatment and facilitate the workers' return to work.

3.4 Physically Demanding Work

Suppliers shall identify, evaluate, and control worker exposure to physically demanding tasks, including manual material handling, heavy lifting, prolonged standing, and highly repetitive or forceful assembly tasks.

3.5 Machine Safeguarding

Production and other machinery shall be evaluated for safety hazards. Physical guards, interlocks and barriers are to be provided and properly maintained where machinery presents an injury hazard to workers.

3.6 Sanitation, Food, and Housing

Suppliers shall provide workers with clean toilet facilities, access to potable water, and sanitary food preparation, storage and eating facilities. Worker dormitories provided by the Supplier or a third-party agency shall be clean and safe and provide adequate emergency egress, hot water for bathing and showering, adequate lighting, heat and ventilation, individually secured accommodations for storing personal and valuable items, reasonable personal space, and reasonable entry and exit privileges.

3.7 Health and Safety Communication

In order to foster a safe work environment, Suppliers shall provide workers with appropriate workplace health and safety information and training, including written health and safety information and warnings, in a language well understood by the workers. Suppliers shall clearly post health and safety related information including identified workplace hazards that workers are exposed to, e.g. mechanical, electrical, chemical, fire, and physical hazards. Training is provided to all workers prior to the beginning of work and regularly thereafter. Workers shall be encouraged to raise safety concerns.

4 Environmental Impact

At AT&S, we recognise that environmental responsibility is integral to producing world class products. In manufacturing operations, adverse effects on the community, environment and natural resources are to be minimised while safeguarding the health and safety of the public. Recognised management systems such as ISO 14001 and the Eco Management and Audit System (EMAS) were used as references underlying this Code and may be a useful source of additional information. Suppliers shall commit to reducing the environmental impact of their designs, manufacturing processes, and waste emissions.

4.1 Hazardous Substance Management and Restrictions

Suppliers shall comply with the most recent version of AT&S Guideline for Regulation of Environmental Related Substances as it is published on the AT&S website (<https://ats.net/suppliers/download-centre/>), and with any applicable laws and regulations prohibiting or restricting the use or handling of specific substances. To ensure safe handling, movement, storage, recycling, reuse, and disposal, Suppliers shall identify and manage substances that pose a hazard if released to the environment and comply with applicable labelling laws and regulations for recycling and disposal.

4.2 Solid Waste Management

Supplier shall implement a systematic approach to identify, manage, reduce, and responsibly dispose of or recycle solid waste (non-hazardous).

4.3 Wastewater and Stormwater Management

Suppliers shall implement a water management programme that documents, characterises, and monitors water sources, use and discharge, seeks opportunities to conserve water; and controls channels of contamination. Suppliers shall monitor, control, and treat wastewater generated from operations before discharge or disposal as required by applicable laws and regulations. Suppliers shall take appropriate precautions to prevent contamination of stormwater runoff from their facilities. Supplier shall conduct routine monitoring of the performance of its wastewater treatment and containment systems to ensure optimal performance and regulatory compliance.

4.4 Air Emissions Management

Suppliers shall characterise, monitor, control, and treat air emissions of volatile organic chemicals, aerosols, corrosives, particulates, ozone-depleting chemicals, and combustion by-products generated from operations, as required by applicable laws and regulations, before discharge. Supplier shall conduct routine monitoring of the performance of its air emission control systems.

4.5 Environmental Permits and Reporting

Suppliers must obtain, maintain, and keep current all required environmental permits (for example, discharge monitoring) and registrations and follow the operational and reporting requirements of such permits.

4.6 Pollution Prevention and Resource Reduction

Suppliers must endeavour to reduce or eliminate at the source solid waste, wastewater, and air emissions, including energy-related indirect air emissions, by implementing appropriate conservation measures in their production, maintenance, and facilities processes, and by recycling, reusing, or substituting materials. Suppliers must report on critical raw materials as defined by the European Commission if requested.

4.7 Product Content Restrictions

Suppliers are to adhere to all applicable laws, regulations and customer requirements regarding prohibition or restriction of specific substances, including labelling for recycling and disposal.

4.8 Energy Consumption and Greenhouse Gas Emissions

Energy consumption and all relevant Scopes 1 and 2 greenhouse gas emissions are to be tracked and documented, at the facility and/or corporate level. Suppliers shall look for cost-effective methods to improve energy efficiency and to minimise their energy consumption and greenhouse gas emissions.

5 Ethics

Suppliers must be committed to the highest standards of integrity and ethical conduct when dealing with workers, suppliers, and customers. Suppliers shall be straightforward and honest in all professional and business relationships with AT&S.

Suppliers must uphold fair business standards in advertising, sales, and competition.

All technical information and business dealings should be transparently performed and accurately reflected on Supplier's business books, records and certificates.

Monitoring and enforcement procedures shall be implemented to ensure compliance with anti-corruption laws.

5.1 Business Integrity

Corruption, extortion, fraud and embezzlement by AT&S Suppliers in any form are strictly prohibited. Supplier and its officers, employees, contractors, agents and representatives, shall not violate any international anti-corruption conventions, laws and regulations of the countries in which AT&S or Suppliers operate, and shall not engage in corruption, extortion, or embezzlement in any form.

In conducting business with AT&S or any government or non-government persons or entities, Suppliers shall not, directly or indirectly, request or offer or accept bribes, gifts, benefits, kick-backs, travel, entertainment or such like, to obtain an unlawful, undue, or improper advantage.

Small gifts of minor value (but in all cases excluding cash or cash equivalents), in line with local law and culturally and socially acceptable standards are permissible, provided that such gifts are not given or received to obtain or provide an unlawful, undue, or improper advantage.

Supplier should also understand that accepting invitations to business meals by AT&S employees is strictly limited. In case of any questions or uncertainty Suppliers shall contact AT&S at integrity@ats.net.

5.2 Conflict of Interest

Supplier shall not enter into an employment, business, financial or other relationship with AT&S or an AT&S employee that is a conflict of interest, nor shall Supplier create, accept or tolerate any actual, potential or perceived conflict of interest.

A conflict of interest might arise when the personal or business interests of a Supplier (or its officers, employees, agents, representatives or other entities) are actually or potentially adverse to AT&S. Examples include and are not limited to a Supplier or its related entity being in direct competition with AT&S, or Supplier-employee being a relative of an AT&S employee responsible for awarding or negotiating business.

All such actual, potential or perceived conflicts must be avoided or, if recognised, disclosed and corrected. In such a case, please contact AT&S at integrity@ats.net.

5.3 Capital Market Compliance: Insider Trading

AT&S, as a listed company, acknowledges its responsibility to prevent the abuse of its compliance-relevant or inside information ("material, non-public information") by appropriate measures and in accordance with the applicable laws and regulations, and also expects from its Suppliers compliance with applicable laws and insider rules. Suppliers that are aware of material, non-public information related AT&S or its business, may not buy or sell AT&S financial instruments, in particular shares, or otherwise take advantage of that information, including passing the information on to others. Supplier shall inform and shall cause its employees to act accordingly.

5.4 Luring away

The Supplier shall not engage in luring away any staff members of AT&S.

Suppliers that have lured away AT&S employees may be held liable for interfering with an existing contractual relationship in violation of the law of unfair competition.

5.5 Disclosure of Information

Suppliers must accurately record and disclose information regarding their business activities, structure (including all ultimate beneficial owners), financial situation and performance in accordance with applicable laws and regulations and prevailing industry practices. Information regarding Suppliers' labour, health and safety, environmental practices, business activities, structure, financial situation and performance is to be disclosed in accordance with applicable regulations and prevailing industry practices. Falsification of records or misrepresentation of conditions or practices in the supply chain is unacceptable.

5.6 Whistle-blower Protection and Anonymous Complaints

Suppliers shall provide an anonymous complaint mechanism for workers to report workplace grievances or violations of this Code in accordance with local laws and regulations. Suppliers shall ensure the protection of whistleblowers, confidentiality of complaints, and prohibit retaliation against anyone who participates in such whistleblowing platforms in good faith.

5.7 Community Engagement

Suppliers are encouraged to engage the community to help foster social and economic development and to contribute to the sustainability of the communities in which they operate.

5.8 Protection of Intellectual Property

Suppliers must respect intellectual property rights and safeguard customer information; transfer of technology and know-how must be done in a manner that protects intellectual property rights. Suppliers must at all times comply with the AT&S Non-Disclosure agreements to protect the intellectual property of AT&S and its customers.

5.9 Combating Counterfeit Products

Suppliers shall not sell counterfeit products to AT&S or third parties. Upon AT&S's request Suppliers (i) shall furnish proof of origin of products sold or offered to AT&S, (ii) demonstrate genuineness of all items used to manufacture products to be delivered or services to be rendered to AT&S and (iii) provide evidence that Suppliers instituted reasonable preventive measures to avoid the usage and sale of counterfeit products.

Suppliers shall inform AT&S immediately if they are offered to buy counterfeit products, illegally re-imported or stolen products or if they gain knowledge of such products related to products or services to be provided to AT&S in any other way.

5.10 Confidentiality and Data Protection

Suppliers are to commit to protecting and maintaining as confidential the data and personal information of everyone they do business with, including suppliers, customers, consumers and employees. In all business process suppliers are to comply with data protection, privacy and information security laws and regulatory requirements when information is collected, stored, processed, transmitted and shared.

6 Management Commitment

Suppliers must adopt or establish a management system designed to ensure compliance with this Code, applicable laws and regulations and customer requirements related to the Supplier's operations and products, identify and mitigate related operational risks and facilitate continuous improvement. ISO 14001, ISO 45001 (formerly OHSAS 18001), and Eco-Management and Audit Scheme (EMAS) may be useful resources. The management commitment should contain the following elements:

6.1 Company Statement

Supplier should have a corporate social and environmental responsibility statement affirming Supplier's commitment to compliance and continual improvement, endorsed by executive management and posted in the primary local language at all of the Supplier's worksites.

6.2 Management Accountability and Responsibility

Supplier should have clearly identified company representatives responsible for ensuring implementation and periodic senior management reviews of the status of the Supplier's management systems.

6.3 Trade Compliance

AT&S is committed to complying with all applicable import and export laws and regulations in the countries where we do business and we need the support of our Suppliers to achieve this.

All Suppliers and their employees are obliged to take notice of communications and procedures regarding sanctions and import-export restrictions affecting AT&S business.

Where a Supplier knows or suspects that parts, materials, or services are sourced from persons or entities, or the sale or transportation of AT&S products or services, are in breach of any sanctions requirements, the Supplier must notify AT&S in writing as soon as possible.

6.4 Risk Assessment and Management

Supplier should maintain a process to identify environmental, health and safety, business ethics, labour, human rights, legal compliance risks associated with their operations, regulations and customer requirements, including the requirements of this Supplier Code, determine the relative significance of each risk, and implement appropriate procedures and physical controls to ensure compliance and control the identified risks.

6.5 Performance Objectives with Implementation Plans and Measures

Written standards, performance objectives, targets, and implementation plans to improve Supplier's social and environmental performance, including a periodic assessment of the Supplier's performance in achieving those objectives, should be maintained.

6.6 Audits and Assessments

Supplier should conduct periodic self-evaluations to ensure that the Supplier, its subcontractors, and its next-tier suppliers are complying with the content of this Code and with applicable laws and regulations.

6.7 Documentation and Records

Supplier shall have processes to identify, monitor, and understand applicable laws and regulations and the additional requirements imposed by this Code. Supplier shall obtain, maintain, and keep current a valid business licence as required by applicable laws and regulations.

Supplier shall have processes for creation of documents and records to ensure regulatory compliance and conformity with this Code, with appropriate confidentiality measures to protect privacy.

6.8 Training

Suppliers shall have programmes in place for training managers and workers on the scope of this Code to implement their policies and procedures and to fulfil improvement objectives.

6.9 Communication

Suppliers shall have a process for communicating clear and accurate information about their performance, practices and expectations to their workers, suppliers and customers.

6.10 Worker Feedback and Participation

Suppliers shall have an ongoing process to assess employees' understanding of and obtain feedback on processes and practices related to this Code and to foster continuous improvement.

6.11 Corrective Action Process

Supplier shall have a process for timely correction of any deficiencies identified by an internal or external audit, assessment, inspection, investigation, or review.

6.12 Supplier Responsibility

Supplier shall maintain a process to communicate the requirements of this Code to suppliers and to monitor supplier compliance therewith.

7 Miscellaneous

7.1 Visits

Supplier will allow AT&S's employees or representatives to visit Supplier's or its subcontractors' facilities during normal business hours in order to allow AT&S to assess Supplier's compliance with its obligations under this Code.

7.2 Consequences of Violations

The breach of one of the provisions of this Code would have serious impact on the partnership between the Supplier and AT&S. Without limiting any other rights, AT&S reserves the right to terminate or cancel the business relationship to the Supplier without any further liability if Supplier is in breach of an obligation under this Code

7.3 Accountability for Subcontractors

Supplier shall remain primarily responsible for the acts and omissions of its agents or subcontractors as though such acts or omissions were its own. In the event that any of Supplier's subcontractors breach any of the obligations as stated in this Code, Supplier is obliged to give AT&S written notice thereof immediately and is further obliged to immediately terminate any business relationship with the breaching subcontractor(s).

7.4 Period of Validity

Term of the Code: This Code continues to be effective until terminated in accordance with the terms of the business relationship between AT&S and Supplier.

7.5 Modifications and Additions

Deviation from or modification of the provisions and requirements of this Code is not allowed, unless otherwise agreed between AT&S and Supplier in writing.

7.6 Severability

If any provision contained in this Code is, for any reason, held to be invalid or unenforceable in any respect, such invalidity or unenforceability will not affect the validity of the remaining provisions of this Code. In case of such invalidity or unenforceability Supplier agrees to attempt supplementing this Code by a mutually agreed covenant with AT&S that comes near the economic objective of the invalid provision.



SUPPLIER ACKNOWLEDGES AND AGREES WITH AT&S, IN CONSIDERATION OF SUPPLIER’S CONTINUING BUSINESS RELATIONSHIP WITH AT&S, AND REPRESENTS AND WARRANTS TOWARDS AT&S, THAT SUPPLIER AND ANY OF ITS WORLDWIDE AFFILIATED COMPANIES WILL COMPLY WITH THE ETHICAL STANDARDS AND OTHER REQUIREMENTS LAID DOWN IN THIS “SUPPLIER DECLARATION ON BUSINESS ETHICS” DURING ITS ONGOING BUSINESS RELATIONSHIP WITH AT&S.

SUPPLIER SHALL COMPENSATE, DEFEND, INDEMNIFY AND HOLD AT&S HARMLESS FROM AND AGAINST ANY AND ALL DAMAGES, LIABILITIES AND EXPENSES (INCLUDING REASONABLE ATTORNEYS’ FEES), ARISING OUT OF OR IN CONNECTION WITH A BREACH BY SUPPLIER OF THIS SUPPLIER DECLARATION ON BUSINESS ETHICS OR ANY CLAIMS BY THIRD PARTIES RELATED THERETO.

Place, Date

Company name

Name: []

Title: []

References

Dodd-Frank Wall Street Reform and Consumer Protection Act

<http://www.sec.gov/about/laws/wallstreetreform-cpa.pdf>

Electronic Industry Code of Conduct

www.eicc.info/eicc_code.shtml

Conflict free metal sourcing

www.conflictreesmelter.org

Ethical Trading Initiative

www.ethicaltrade.org/

ILO Code of Practice in Safety and Health

www.ilo.org/public/english/protection/safework/cops/english/download/e000013.pdf

ILO International Labor Standards

www.ilo.org/public/english/standards/norm/whatare/fundam/index.htm

ISO 14001

www.iso.org

Confederation of Fire Protection Associations International

<http://www.cfpa-i.org/index.html>

OECD Due Diligence Guidance

http://www.oecd.org/document/36/0,3746,en_2649_34889_44307940_1_1_1_1,00.html

OECD Guidelines for Multinational Enterprises

www.oecd.org

OHSAS 18001

www.bsi-global.com/index.xalter

SAI

www.sa-intl.org

United Nations Convention Against Corruption

www.unodc.org/unodc/en/corruption/index.html?ref=menuaside8

United Nations Global Compact

www.unglobalcompact.org

UN Norms on the Responsibilities of Transnational Corporations and Other Business Enterprises with Regard to Human Rights

www.ohchr.org