



CSI industries B.V. Supplier Code of Conduct

Version: V1.3

This CSI Supplier Code of Conduct ("Code") formalizes the key principles under which suppliers to CSI and its global subsidiaries ("CSI") are required to operate and is an integral part of its own code of conduct. This code of conduct can be viewed on CSI's web site.

In selecting suppliers, CSI works hard to choose reputable business partners who are committed to ethical standards and business practices compatible with those of CSI.

This Code formalizes CSI's practices and makes clear that, recognizing differences in cultures and legal requirements, CSI expect that wherever our products and the components that comprise them are produced, they are produced in a manner compatible with the high standards that contribute to the outstanding reputation of CSI. Suppliers are required to comply with this Code.

This Code applies to all facilities involved in the production of products and components for CSI or any of its subsidiaries ("CSI Suppliers").

CSI strongly encourages suppliers to exceed the requirements of this Code and promote best practices and continuous improvement throughout their operations. If there is no local legal requirement, or if a local legal requirement is not as strict as the requirement included in this Code, CSI Suppliers are required to follow the requirement in this Code.

Laws and regulations

CSI Suppliers must operate in full compliance with all applicable laws and regulations of the countries in which they operate, and also in full compliance with this Code.

Child labor

CSI Suppliers must comply with local laws regarding the minimum age of employees. The minimum age for workers must be the greater of: (a) 15 years of age or 14 years of age where the local law allows such an employment age consistent with International Labor Organization guidelines; or (b) the age for completing mandatory (compulsorily) education; or (c) the minimum age established by law in the country of manufacture.

In addition, CSI Suppliers must comply with all legal requirements for the work of authorized young

workers, particularly those pertaining to hours of work, wages, working conditions, and the handling of certain materials.

Forced labor

CSi Suppliers must not use any type of involuntary or forced labour, including indentured, bonded, or prison labour.

Harassment

CSi Suppliers must treat all workers with respect and dignity. No worker shall be subject to corporal punishment, physical, sexual, psychological or verbal harassment or abuse. In addition, CSi Suppliers will not use monetary fines as a disciplinary practice.

Wages and benefits

CSi Suppliers must pay workers at least the minimum compensation required by local law and provide all legally mandated benefits. In addition to payment for regular hours of work, workers must be paid for overtime hours at such premium rate as is legally required or, in those countries where such laws do not exist, at least equal to their regular hourly payment rate.

Hours of work

CSi Suppliers must ensure that on a regularly scheduled basis, except in extraordinary business circumstances, workers are not required to work more than (a) 60 hours a week, including overtime, or (b) the limits on regular and overtime hours allowed by the law of the country of manufacture. In addition, except in extraordinary business circumstances, all workers are entitled to at least one day off in every seven day period.

Healthy and safety

CSi Suppliers must provide workers a clean, safe and healthy work environment in compliance with all legally mandated standards for workplace health and safety in the countries in which they operate. This includes any residential facilities a CSi Supplier provides to its workers. CSi Suppliers must meet or exceed the environmental, health and safety laws and regulations of their country of origin. In addition to supplier self-certification of EHS and labour compliance, CSi routinely conducts on-site supplier audits of new suppliers to spot-check work environments and standards.

Non-discrimination

CSi Suppliers must ensure employment – including hiring, payment, benefits, advancement, termination and retirement – is based on ability and not on beliefs or any other personal characteristics.

Women's rights

CSi Suppliers will ensure women workers receive equal treatment in all aspects of employment. Pregnancy tests will not be a condition of employment and pregnancy testing—to the extent provided—will be voluntary and the option of the worker. In addition, workers will not be forced to

use contraception.

Freedom of association and collective bargaining

CSi Suppliers must recognize and respect any rights of workers to exercise lawful rights of free association, including joining or not joining any association. CSi Suppliers also must respect any legal right of workers to bargain collectively.

Environment

CSi Suppliers must comply with all local environmental laws applicable to the workplace, the products produced, and the methods of manufacture. Additionally, CSi Suppliers must not use materials that are considered harmful to the environment. CSi Suppliers need to pursue continuous improvement in the area of environmental stewardship.

Prohibition on bribery

CSi rejects and prohibits Bribery. Bribery may expose CSi and the individuals involved with making, promising, soliciting or receiving Improper Payments to criminal prosecution and civil penalties. CSi strictly prohibits payment of cash and severely limits the provision of gifts. No payment in cash or in-kind may be made on CSi's behalf without pre-approval by the CSi law department.

Conflict-free mines

CSi expects that our Suppliers will take all commercially reasonable measures to supply metals materials/supplies from "conflict-free" mines. Suppliers should actively trace sources of metals materials/supplies commonly used in the electronics industry, including but not limited to gold (AU), tantalum (Ta), tungsten (W), tin (SN), cobalt (Co) and copper (Cu), to ensure metals supplied are not "conflict" metals. CSi reserves the right to request declarations from our Suppliers verifying that metals supplied to us are from conflict-free sources and listing the metal sources for traceability (including metal supplier, metal mine name and location). Note that "conflict" metals are those sourced from mines in conflict areas controlled by either non-government military groups or unlawful military factions.

Subcontracting

CSi Suppliers must not use subcontractors in the manufacture of CSi products or product components without prior approval from CSi, and only after the subcontractor has agreed to comply with this Supplier Code of Conduct. CSi Suppliers must ensure that any subcontractor used has ethical and business practices that are similar to CSi's practices.

Communication

CSi Suppliers must communicate this Code and its provisions to workers and supervisors.

Monitoring and compliance

CSi will take affirmative measures, such as announced and unannounced inspections of production facilities, to ensure compliance with this Code. CSi Suppliers must maintain at each production facility all documents necessary to demonstrate compliance with the Code. CSi Suppliers must allow representatives from CSi and, if requested, CSi's customers, full access to production facilities, worker records and workers for confidential interviews.

CSi Suppliers are expected to take necessary corrective actions to promptly remedy any identified noncompliance. CSi reserves the right to terminate its business relationship with any CSi Supplier who is unwilling or unable to comply with this Code.