



MICROPOWER GROUP

SUPPLIER CODE OF CONDUCT



MICROPOWER GROUP[™]
POWERFUL SOLUTIONS PARTNER

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WHAT IS THE PURPOSE OF THE CODE?

Micropower Group is committed to high standards of business ethics and sustainability. Micropower Group's Supplier Code of Conduct is based on the UN Global Compact's ten principles and expresses the expectations that we hold for our suppliers.

We encourage our suppliers to establish their own codes of conduct based on similar standards and to flow down these standards to all persons and entities supplying goods or services to Micropower Group.





LEGAL COMPLIANCE

It is fundamental to all areas of this Supplier Code of Conduct and the baseline of all business with the Micropower Group that the supplier operates in full compliance with all laws and regulations applicable to its business.

All legally required permits, approvals, licenses, registrations, inspections and related reports shall be in place, up to date and available for inspection upon request.

In case local laws and regulations are less restrictive, the principles of this Supplier Code of Conduct shall apply. In case a requirement is covered by this Supplier Code of Conduct as well as by applicable laws and/or the agreement with the Micropower Group, the stricter regulation offering the greatest protection shall apply. In cases where there is a direct contradiction between mandatory local law and the principles contained in this Supplier Code of Conduct, the local law shall prevail, however the Suppliers shall strive to honour the intentions of the Supplier Code of Conduct.

HUMAN RIGHT AND WORKING CONDITIONS



Suppliers of the Micropower Group shall respect all internationally recognized human rights and treat all people with dignity. Suppliers should especially be aware of and respect the rights of indigenous people, vulnerable groups, including, but not limited to migrant workers, women, children, and disabled people.

We expect our Suppliers to exercise human rights due diligence in order to identify, prevent, mitigate and account for negative human rights impacts of their own operations and supply chain with a focus on where they have the highest risks of doing harm to people.

MINIMUM AGE REQUIREMENTS

The supplier must not engage in, or benefit from, the use of child labour, in accordance with the ILO convention 138.

NON-DISCRIMINATION

Micropower expects the supplier to make decisions on hiring, promotion, development and compensation based on the employees' abilities and skills related to the job. These decisions must never be based on irrelevant factors such as gender, age, ethnic or national origin, religion, disability, sexual orientation, union membership or political affiliation.



FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

Micropower expects the supplier to respect the right of employees to freely associate and bargain collectively.

MODERN SLAVERY

The supplier must not engage in modern slavery related activities, such as using force, threats or deception to get a person to work; destroying or otherwise denying access to an employee's identity or immigration documents; charging employees recruitment fees; and failing to provide an employment contract.

WAGES AND WORKING HOURS

Micropower expects the supplier to compensate employees fairly and, as a minimum, to comply with legal minimum standards. Working hours shall comply with national laws.

HEALTH AND SAFETY

Micropower expects the supplier to ensure that its employees are offered a safe and healthy working environment that minimize the incidence of work-related injuries. Adequate health and safety policies and procedures shall be established and followed.

Standard as ISO 45001 can assist a company in addressing occupational health and safety management system issues in a systematic manner and will be considered when evaluating health and safety performance.

The supplier shall conduct regular health and safety risk assessments.

The supplier is expected to assess the need of PPE, personal Protective Equipment and if should be provided free of charge and available for all workers.

The supplier is expected to ensure that all machines and other equipment are equipped with necessary safety devices in order to prevent employee injuries.

The supplier shall have adequate emergency preparedness and fire safety procedures in place.

RESPONSIBLE SOURCING OF RAW MATERIAL



Supplier shall exercise adequate due diligence with respect to sourcing, extraction and handling of Conflict Minerals (tantalum, tin, tungsten and gold) and to make a reliable determination of the origin and source of such minerals.

Supplier shall have a policy and process in place to ensure that any of these minerals contained in the products manufactured by the Supplier do not directly or indirectly finance or benefit armed groups that are perpetrators of human rights abuses or in any other way directly or indirectly contribute to human rights violations.



ENVIRONMENTAL PERFORMANCE





Protecting the environment and contributing to sustainable development is of great importance to Micropower Group. Suppliers shall actively strive to increase the positive and limit the negative impact of their operations and supply chain on the environment and society by establishing environmental plans that are focused on critical impacts on the environment throughout the entire life-cycle.

The life cycle stages include acquisition of raw materials, design, production, transportation/delivery, use, end-of-life treatment and final disposal.

RESOURCE EFFICIENCY AND ENERGY CONSUMPTION

Supplier shall monitor, track and document its consumption of natural resources such as water and raw materials, as well as sources of energy in order to be able to identify aspects that Supplier can control and can influence fostering opportunities for improvement and minimized consumption.

Consumption shall be monitored, tracked and documented on both the site and corporate level and provided to the Micropower Group upon request.

CHEMICAL AND HAZARDOUS MATERIAL MANAGEMENT

Supplier shall identify potentially hazardous substances in chemical products and articles used in its production and ensure that they are handled, transported, stored, recycled and disposed of safely. Safety information shall be available to educate, train, and protect Employees from hazardous materials and Employees shall have access to adequate personal protective equipment.

Substances included in products delivered to the Micropower Group shall fulfil the European environmental requirements RoHS and REACH including any updates thereof. If products contain substances on the SVHC list, the product/component/substance must be reported to Micropower.

We require 100% declaration of all substances used in the products delivered to the Micropower Group, reported through BOMcheck, the International Material Data System (IMDS) or other system supporting IPC 1752 format.



BUSINESS ETHICS

Supplier shall at all times uphold the highest level of integrity in all business interactions and disclose details of its corporate structure when requested by the Micropower Group.

CONFLICTS OF INTEREST

Supplier shall do business in an open and transparent way in order to demonstrate that they are an honest and reliable partner. Further, Supplier shall conduct business in a manner that avoids situations where private, financial or other external interests conflict with the job responsibilities of the Employee.

ANTI-CORRUPTION

Supplier shall not engage in, endorse nor tolerate any form of bribery or corruption, directly or indirectly. Supplier shall not offer nor accept any form of improper benefit to or from a third party, private or public, with the purpose of obtaining or retaining business or any form of preferential treatment. Such benefits may comprise not only cash but also job opportunities, favours, travel, facilitation payments, promises to pay debts or unlawful gifts and entertainment.

CONFIDENTIALITY AND INTELLECTUAL PROPERTY RIGHTS

Supplier shall respect Micropower Group confidential information and intellectual property rights by safeguarding against misuse, mishandling, counterfeit, theft, fraud or improper disclosure in accordance with applicable law and the contractual terms with the Micropower Group.



MONITORING

All business relations between Micropower and our suppliers must be based on honesty, trust and cooperation. By accepting The Supplier Code of Conduct, the supplier commits to working proactively to meet these requirements within its own operations and supply chain.

This should be achieved by cooperating in a transparent manner with Micropower, for example by completing self-assessments and granting Micropower personnel, or a third party of Micropower's choice, access to relevant premises and information to conduct on-site audits, if necessary be able to conduct on-sites audits of your sub suppliers, including permission to conduct interviews with employees and access to accurate and complete documentation and records related to The Supplier Code of Conduct. Any findings pertaining to the audit must be effectively remediated in a timely manner.

Violation of The Supplier Code of Conduct will cause negative impact on the business relation with Micropower, including, but not limited to, the risk of contract termination.

It is the responsibility of the supplier to ensure that its sub-suppliers comply with The Supplier Code of Conduct or comparable requirements. We require our suppliers to evaluate and monitor their supply chain and collect relevant information regarding the supply chain's compliance to be given to Micropower upon request.

Micropower treats all business and personal information received in a responsible manner and take measures to ensure that this information remains confidential.

We encourage our suppliers to report violations of The Supplier Code of Conduct to Micropower through our Speak Up system online, or by telephone. We encourage an active dialogue with our suppliers on issues related to The Supplier Code, or other questions concerning sustainability.

CORE VALUES



CUSTOMER FOCUS

Our customers are our most important asset. That's why we should always focus on our customers and their needs.

- That goes for all of us.

QUALITY

Our customers have high expectations of us. That's why we should always focus on quality in everything we do.

- From product development and design to communication and service.

WASTE

Together we create value for our customers. By working efficiently and keeping things simple, we can eliminate waste in our processes.

This is for the benefit of our customers and ourselves.

WE

We can only reach our goals through teamwork and cooperation. By always doing that "little extra" for each other we create a great workplace.

MICROPOWER GROUPTM
POWERFUL SOLUTIONS PARTNER

I have read and understood Micropower Group's Supplier Code of Conduct.

Signature _____ Company _____

Name _____ Date _____

Title _____



LEARNING AND CAREER OPPORTUNITIES





The individual performance management process aims to offer conditions that support employees to perform successfully, to assume personal responsibility and to continuously develop their personal and professional competence.

OUR PRINCIPLES

- We offer development opportunities that enable our people to turn their ambition into sustainable development for the individual, the team, and the business.
- Regardless of our location or organization, we all have the right to participate in the individual performance management process.
- All employees should have an individual performance plan with clear goals and development activities.

WHAT THIS MEANS TO YOU

You are responsible for your own learning and to continuously develop the skills and competencies required to succeed in your daily work. You contribute to the goal-setting process, the performance dialogue and the follow-up process.

As a manager, you ensure that the business strategy is broken down into Specific, Measurable, Achievable, Relevant and Timebound (SMART) goals that are clear to everyone on the team.

As a manager, you must review progress and coach employees by requesting and giving feedback.

DIVERSITY AND INCLUSION

Diversity includes personal, cultural and cognitive differences. Inclusion is how we allow all employees to contribute, enhance our daily business and reach their full potential. We believe that the combination of diversity and inclusion leads to innovation, motivation and high performance.

OUR PRINCIPLES

- We believe diversity and inclusion helps to attract, develop and retain talent, generate innovation and help fulfil and exceed customer expectations.
- Working together as a team and utilizing unique competencies and everyone's know-how is crucial to our success.
- We are committed to providing equal opportunities regardless of race, ethnicity, national origin, religion or belief, gender, sexual orientation, gender identity or expression, age, disability, marital or family status, or any other characteristic.
- We do not accept any form of intimidating or disrespectful behaviour, bullying, harassment, unwanted sexual advances or unlawful discrimination.

WHAT THIS MEANS TO YOU

You always encourage a positive work environment, where everyone is appreciated, respected and valued for their differences and you stimulate a culture of inclusion.


You are open-minded, promote team spirit, encourage new ideas and learn from others.

COMPANY ASSETS

Assets can be tangible or intangible. Examples of tangible assets are real estate, raw materials, products, machines or personal equipment, including our computers and other mobile devices that store important and confidential company information and personal data of our employees and stakeholders.

Examples of intangible assets are brands, patents, trademarks, know-how, trade secrets, copyrights, goodwill and information.





Fraud includes any intentional or deliberate act to deprive the company of property or money by deception or other unfair means. Theft occurs when property belonging to the company is taken without the required approval.

OUR PRINCIPLES

- We are mindful and protect our company's assets from damage, loss and criminal acts, as they are vital to our business.
- We comply with internal controls designed to safeguard and protect our assets.
- We only use assets for business purposes unless otherwise authorized by appropriate management.
- We never use company assets for personal gain or for illegal activities.

WHAT THIS MEANS TO YOU

You have a responsibility to use appropriate means to safeguard our company's assets from loss, theft, damage and/or misuse.

You use our brand, patents, trademarks, know-how, and copyrights responsibly and as instructed.

You do not use our company's computers, phones or IT systems to view materials that are inappropriate, illegal, sexually explicit, or otherwise offensive.





QUALITY AND CONTINUOUS IMPROVEMENTS

Our quality and continuous improvement culture is based on our attitude and commitment to meet or exceed customer expectations and to continually develop and improve all aspects of our operations, every hour and every day.

OUR PRINCIPLES

- Our efforts and activities are driven by continuous improvements and an understanding of our customers and their business needs.
- We are committed to providing our customers with sustainable products and services that meet or exceed their expectations.
- Continuous developments and improvements are the cornerstones for meeting our sustainability targets.

WHAT THIS MEANS TO YOU

With your attitude and mindset, you continuously strive to meet or exceed requirements and improve your processes.

You have a responsibility to understand our quality principles, objectives and key performance indicators (KPIs), and you clearly support our business needs and strengthen our customer focus.

You are proactive in learning and improving every day and sharing what you learn.

SUPPLIERS

Suppliers are all companies that deliver goods or services to Micropower Group. These may be tangible goods, such as materials, components or machines, or intangible goods such as software, drawings, intellectual property, or know-how. Services may, for example, include assembly, cleaning, security, consulting, sales, or engineering.





OUR PRINCIPLES

- We cooperate and expect the same level of integrity, honesty and ethical behaviour from our suppliers that they can expect from us.
- We partner with suppliers with whom we can build mutually beneficial relationships.
- We are committed to the fundamental principles on human rights, labor rights, the environment and the fight against corruption throughout our operations, which also includes our suppliers.

WHAT THIS MEANS TO YOU

As an employee in procurement you have the responsibility to ensure that compliance with the Supplier Code of Conduct is always part of the contractual agreement with suppliers.

If you are aware of any non-compliance with our Supplier Code of Conduct, contact your manager.

BRIBERY AND CORRUPTION

Bribery is the offering, giving, receiving, or soliciting of something of value for the purpose of influencing the action of an official or private company in the discharge of their duties. Corruption means abuse of entrusted power for private gain, which could include conflicts of interest, embezzlement, kickbacks, extortion, or nepotism/cronyism





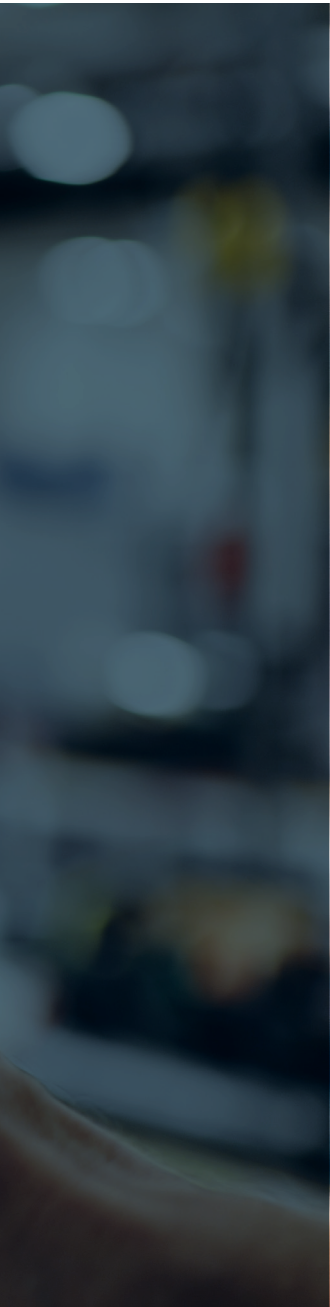
OUR PRINCIPLES

- We are committed to conducting business with high integrity and we have zero tolerance for all forms of bribery and corruption.
- We do not directly, or indirectly through third-parties acting on our behalf, pay or offer to pay bribes.
- We do not offer or accept gifts that will improperly influence our business decisions or those of our partners.
- We always make business decisions in the best interest of our company.
- We are committed to and comply with all anti-money laundering legislation, including reporting obligations.

WHAT THIS MEANS TO YOU

You should never offer, promise, or authorize a payment or the giving of anything of value to anyone in order to obtain an improper business advantage.

You should be suspicious of any request to make a payment to a person who is not related to the transaction being discussed — or a request that payments be made in another country or to a third party.



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I have read and understood Micropower Group's Supplier Code of Conduct.

Signature _____ Company _____

Name _____ Date _____

Title _____

