



MICROPOWER GROUP

SUPPLIER CODE OF CONDUCT

MICROPOWER GROUP[™]
POWERFUL SOLUTIONS PARTNER

SUPPLIER CODE OF CONDUCT

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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.

SMD-Line

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

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.

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.

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.

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

Signature _____ Company _____

Name _____ Date _____

Title _____

