



## **CORPORATE SOCIAL RESPONSIBILITY AND SUSTAINABILITY POLICY**

### **GENERAL**

Supplier is committed to act fairly and with integrity towards its stakeholders and is expected to comply with all applicable local rules and regulations.

### **ENVIRONMENT**

Supplier shall have ISO14001 certification or a plan to become certified. Alternatively supplier must provide documented objective evidence of an operational environmental management system for ISO14001 or demonstrate equivalency that shows continual environmental improvement. Suppliers must comply with requirements of the respective Product Division, including banned/hazardous substances content.

#### *DRC Conflict-Free Sourcing:*

Supplier shall take very seriously the worldwide concerns that metals mined in the conflict areas of the Democratic Republic of the Congo (DRC) may be making their way into the supply chain. FAITAL policy requires that Supplier complies with the expectations in the EICC program by surveying its supply chain partners to gather smelter names, using EICC Conflict Free Smelters only and certify in writing that they do not knowingly procure gold, tantalum, tungsten or tin, from conflict areas of the DRC, for use in products it produces or sells. Based on this, Supplier confirms that any of the aforementioned metals utilized by our supply chain and contained in products sold to FAITAL are not derived from, or sourced from mines in the conflict areas of the Democratic Republic of the Congo (DRC), and are "DRC Conflict-Free".

### **HEALTH AND SAFETY**

Supplier shall do all that is reasonable and practicable to:

- Protect the health and safety of employees and contract labor and minimize any adverse work conditions;
- Implement safe and healthful work practices to prevent injury, illness and property damage;
- Minimize occupational exposures to potentially hazardous materials and unsafe work conditions by maintaining appropriate safety systems and effective controls;
- Implement an emergency response program that addresses the most likely anticipated emergencies;
- Train managers and employees to assure their continued commitment to their own health and safety and that of their co-workers;
- Involve employees at all levels in the health and safety program; assure their accountability for injury and illness prevention.

### **CHILD LABOUR**

Supplier shall not employ children in violation of convention 138 of 1973 and 182 of 1989 of the International Labour Organization. In case of child labour, Supplier shall take immediate remedial action in consultation with FAITAL, considering the interests of the children employed. This action will include:

- Minimally acceptable employment conditions for the children employed (such as education, working hours, wages, medical facilities etc.);
- The obligation of Supplier not to employ any more children;
- A time period within which Supplier will comply with the mentioned ILO norms.

**FORCED LABOUR**

Employment should be freely chosen. Under no circumstances will Supplier make use of forced or bonded labor – such as forced labor performed by persons placed in an institution, or compulsory labor including labor as a means of political coercion or education – to design, manufacture or assemble products and services for Buyer.

**RIGHT TO ORGANIZE**

Supplier shall recognize and respect the freedom of its employees to choose whether or not to establish or to associate with any organization of their own choice (including labor unions) without Supplier's prior authorization. The employment of a worker shall not be contingent upon the condition that he/she not join a union or be forced to relinquish trade union membership. Furthermore, union membership shall not be the cause for the dismissal of – or otherwise prejudice against – a worker. Supplier will not interfere with or finance labor organizations or take other actions with the intent of placing such organization under the control of Supplier.

**COLLECTIVE BARGAINING**

Supplier shall respect – within the framework of law, regulations and prevailing labor relations and employment practices – the right of its employees to be represented by labor unions and other employee organizations. Supplier will engage in negotiations, either on its behalf or through employers' associations, with a view toward reaching agreement on employment conditions.

**DISCRIMINATION**

Supplier shall treat its employees equally in employment and occupation, and will ensure that each has equal opportunities. Supplier shall offer equal pay for equal work performed at equal levels. No form of harassment or discrimination in respect of employment and occupation will be tolerated, such as discrimination based on race, color, sex, age, language, religion, political or other opinion, national or social origin, property, birth or other status.