

Norautron Supplier Conduct Principles

Introduction

The Supplier Conduct Principles are vital for Norautron when selecting and maintaining relationships with suppliers. Therefore, our suppliers must comply with the requirements stated in these principles. We also expect their suppliers throughout the value chain to follow similar principles diligently in line with OECD.

By adhering to these principles, Norautron and its suppliers contribute to a sustainable and responsible global supply chain. We encourage continuous improvement and cooperation, working together to create a better future for our employees, communities, and the environment.

1 Current Legislation

In addition to complying with the provisions of these Supplier Conduct Principles (hereinafter “the principles”) the Supplier shall comply with applicable local laws, regulations and rules. Where the provisions of applicable local laws and the Principles address the same subject, and are not in conflict, the highest standard shall be applied. Should any of the requirements in the Principles conflict with applicable local laws in the sense that it would represent a breach of applicable local laws, local laws shall be applied.

2 Employee and Human Rights

The Supplier shall respect internationally proclaimed human rights, such as the United Nations Universal Declaration of Human Rights, and shall avoid being complicit in human right abuses of any kind. The Supplier shall treat all employees with respect and shall not use corporal punishment, threats of violence or other forms of physical coercion or harassment.

3 Labour Rights

Suppliers are expected to be committed upholding the human rights of workers, and to treat them to dignity and respect. The human rights of workers are defined in the International Labour Organisation Conventions (ILO).

3.1 Forced Labour

The Supplier shall not use forced or involuntary labour of any type (e.g. forced, bonded, indentured, or involuntary prison labour); employment is voluntary. The Supplier shall ensure that all Workers are free to leave their employment after giving reasonable notice.

3.2 Child Labour

“Child labour” means any work by child or young person unless it is acceptable under the ILO Convention (www.ilo.org) and recommendations on child labour. The Supplier shall secure that a person under the age of 18 do not perform any hazardous work, meaning work which exposes children to physical, psychological or sexual abuse; work underground, under water, at dangerous heights, in confined spaces; work with dangerous machinery, equipment tools, or which involve the handling or transport of heavy loads; exposure to hazardous substances, agents or processes, temperatures, noise levels or vibrations; particularly difficult conditions such as work for long hours or at night or where the child is unreasonably confined to premises of the Supplier. In cases where child

labour occurs, companies shall develop programs which enable the child to attend and remain in education until no longer a child.

3.3 Working Hours

The Supplier will not exceed prevailing local work hours and will appropriately compensate overtime. An employee should not on a regular basis exceed 60 hours per week. Employees should be allowed at least one day off per seven-day week.

3.4 Wages and Benefits

The Supplier shall, at a minimum, comply with all applicable wage and hour laws and regulations, including those relating to minimum wages, overtime hours, piece rates and other elements of compensation, and provide legally mandated benefits. The Supplier shall secure that all Workers are provided with written agreements of employment setting out employment conditions in a language understandable to the Worker.

3.5 Non-Discrimination

The Supplier shall not discriminate in hiring and employment practices on grounds of gender, race, religion, sexual orientation, colour, age, ethnicity, disability, pregnancy, political affiliation, union membership or marital status.

3.6 Freedom of Association

The Supplier shall respect the legal rights of employees to join or not to join worker organizations, including trade unions. Workers shall be able to communicate openly with management regarding working conditions without fear of reprisal, intimidation or harassment. Where the right to freedom of association and collective bargaining are restricted under national legislation, the Supplier shall allow workers to freely elect their own representatives.

4 Health and Safety

The Supplier shall secure that their employees are provided with a healthy and safe working environment in compliance with all applicable laws, regulations and internationally recognized standards. The Supplier shall do its utmost to control hazards and take necessary precautionary measures against accidents and occupational diseases. Whenever necessary Workers are to be provided with, and instructed to use, appropriate personal protective equipment, and provide the same standard of health and safety in any housing that is provided for employees. The Supplier shall provide adequate and regular training to ensure that Workers are adequately educated on health and safety issues.

5 Protection of the Environment

The Supplier shall take a precautionary approach towards environmental challenges and operate in a manner that is protective of the environment. At a minimum, suppliers must comply with all applicable environmental laws, regulations and standards, such as requirements regarding chemical and waste management and disposal, recycling, industrial wastewater treatment and discharge, air emissions controls, environmental permits and environmental reporting. Suppliers should strive to implement management systems to meet these requirements, and to strive to minimize its environmental impact and continuously improve its environmental performance.

6 Ethical Dealings

Norautron expects our suppliers, and their agents, to conduct their business in accordance with the highest ethical standards. Suppliers must strictly comply with all laws and regulations on bribery, corruption and prohibited business practices.

6.1 Intellectual Property and Confidential Information

Intellectual property rights and confidential information shall be respected; the transfer of technology and know-how shall be done in a manner that protects intellectual property right and safeguards confidential information

6.2 Responsible Sourcing of Minerals

The Supplier shall have a policy to reasonably assure that the tantalum, tin, tungsten and gold in the products they manufacture does not directly or indirectly finance or benefit armed groups that are perpetrators of serious human right abuses 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 Norautron request.

7 Communication

The Supplier must make the Norautron Supplier Conduct Principles and other relevant information available to employees, suppliers, or subcontractors.

Suppliers are expected to maintain documentation necessary to demonstrate compliance with these Principles.

This is to certify that I have fully read the Norautron Supplier Conduct Principles document.

Having fully read and understood the completed requirement of these Supplier Conduct Principles, I hereby commit myself and my company to serve these Principles and to fully comply with all its principles. I also certify that I am authorized by my company to sign and accept this document in its behalf.

Date: _____

Company: _____

Representative: _____