

Supplier Code of Conduct

This Code of Conduct defines the basic requirements placed on Amfax's suppliers of goods and services concerning their responsibilities towards their stakeholders and the environment. It has been created to ensure that our suppliers enforce safe working conditions, that their workers are treated with respect and dignity, and that their manufacturing processes are environmentally responsible. The supplier is expected to be fully compliant in the following:

LEGAL COMPLIANCE

To comply with the laws of the applicable legal system(s).

PROHIBITION OF CORRUPTION AND BRIBERY

To tolerate no form of and not to engage in any form of corruption or bribery, including any payment or other form of benefit conferred on any individual for the purpose of influencing decision making in violation of law.

CONFLICT MINERALS

Suppliers are expected to supply materials to Amfax that are "DRC (Democratic Republic of Congo) Conflict Free". DRC includes the countries of Democratic Republic of Congo, Republic of Congo, Central Africa Republic, South Sudan, Zambia, Angola, Tanzania, Burundi, Rwanda and Uganda.

Suppliers are expected to adopt policies and management systems with respect to conflict minerals and to require their suppliers to adopt similar policies and systems. Suppliers are expected to establish their own due diligence program to ensure conflict-free supply chains.

RESPECT FOR THE BASIC HUMAN RIGHTS OF EMPLOYEES

- To promote equal opportunities for and treatment of its employees irrespective of skin colour, race, nationality, social background, disabilities, sexual orientation, political or religious conviction, sex or age;
- To respect the personal dignity, privacy and rights of each individual;
- To commit to a workplace free of harassment and abuse. Supplier shall not threaten workers with, or subject them to, harsh or inhumane treatment, including but not limited to verbal abuse and harassment, psychological harassment, mental and physical coercion, and sexual harassment.
- To refuse to employ or make anyone work against his will;
- To refuse to tolerate any unacceptable treatment of employees, such as mental cruelty, sexual harassment or discrimination;
- To provide fair remuneration and to guarantee the applicable national statutory minimum wage;
- To recognize, as far as legally possible, the right of free association of employees and to neither favour nor discriminate against members of employee organizations or trade unions.
- Prohibition of child labour
- To employ no workers under the age of 15 or, in those countries subject to the developing country exception of the ILO Convention 138, to employ no workers under the age of 14.

HEALTH & SAFETY OF EMPLOYEES

- To take responsibility for the health and safety of its employees;
- To control hazards and take the best reasonable & practical precautionary measures against accidents and occupational diseases;
- To provide training and ensure that employees are educated in health and safety issues;
- To set up or use a reasonable occupational health & safety management system.

**ENVIRONMENTAL PROTECTION**

- To act in accordance with the applicable statutory and international standards regarding environmental protection;
- To minimize environmental pollution and make continuous improvements in environmental protection;
- To set up or use a reasonable environmental management system.
- Supplier shall implement a systematic approach to identify, manage, reduce, and responsibly dispose of or recycle hazardous substances in compliance with current legislation.
- Non-Hazardous Waste Management Supplier shall implement a systematic approach to identify, manage, reduce, and responsibly dispose of or recycle non-hazardous waste.

SUPPLY CHAIN

- To use reasonable efforts to promote among its suppliers compliance with this Code of Conduct;
- To comply with the principles of non-discrimination with regard to supplier selection and treatment.
- To ensure reasonable anti-counterfeit safeguards are in place to protect the authenticity of items supplied both to the supplier and in turn to Amfax.