SUPPLIER CODE OF CONDUCT

C-04-PU-002 Version B

\[ \text{Width} = \frac{c}{2f_0\sqrt{\varepsilon_{\text{eff}}} \left( \frac{\varepsilon_{\text{eff}}+1}{2} \right) \left[ \frac{1}{\sqrt{\left( 1+12 \left( \frac{h}{w} \right) \right)}} \right] } \]

\[ \text{Length} = \frac{c}{2f_0\sqrt{\varepsilon_{\text{eff}}}} - 0.824h \left( \frac{(\varepsilon_{\text{eff}}+0.3)(\frac{w}{h}+0.264)}{(\varepsilon_{\text{eff}}-0.258)(\frac{w}{h}+0.8)} \right) \]

\[ R_1 = Z_0 \left[ 1 + \frac{1}{20} \frac{\frac{\varepsilon_{\text{eff}}+1}{2}}{\left( \frac{h}{w} \right)} \right] \]
Supplier Code of Conduct

The Infinite Electronics Supplier Code of Conduct formalizes the key principles under which suppliers are required to operate.

The Infinite Electronics Supplier Code of Conduct defines our principles and our expectations to our partners. Partners commit to acting responsibly and to abide by the principles set forth within. This Code applies to all suppliers of Infinite Electronics including every facility of a supplier.

We will use this code of conduct as part of our supplier selection and evaluation process. We reserve the right to potentially end a business relationship with partners if they do not adhere to the principles defined.

Infinite Electronics expects our partners to ensure that their own suppliers and service providers will also adhere to and abide by the principles of this code of conduct and the standards on which it was based. We strongly encourage partners to exceed the requirements of this code and promote best practices and continuous improvement. In the event that other regulations or laws impose more extensive provisions, they have priority over this code of conduct.

Suppliers must have in place the appropriate control measures to monitor compliance with this Code and to promptly correct any non-compliance.

Suppliers shall adopt or establish a system to manage the elements of this Code. The management system shall be designed to ensure (a) compliance with applicable laws, regulations and customer requirements related to the Supplier’s operations, products and/or services; (b) conformance with this Code; and (c) identification and mitigation of risks related to this Code. It should also be designed to facilitate continual improvement in the business’s social and environmental performance.

REFERENCES

The standards listed below form the basis for our code of conduct and can be regarded as sources of further information:

- RBA Code of Conduct
- United Nations Global Compact
- ILO International Labor Standards
- AIAG Automotive Industry Guiding Principles
Supplier Code of Conduct – Labor

Supplier is committed to uphold the human rights of workers, and to treat them with dignity and respect as understood by the international community. This applies to all workers including temporary, migrant, student, contract, direct employees, and any other type of worker.

Freely Chosen Employment
Suppliers must not use any type of involuntary or forced labor, including indentured, bonded, prison, slave, or human trafficked labor. All labor must be voluntary, and employees must be free to end their labor or their employment relationship at any time.

Young Workers
Child labor is not to be used in any stage of manufacturing. The term "child" refers to any person under the age of 15, or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest. Employees under 18 years of age shall not perform work that could endanger their health or safety, including night shifts and overtime.

Working Hours
Suppliers must ensure that employee work weeks are not to exceed 60 hours per week, including overtime, except in emergency or unusual situations. Workers shall be allowed at least one day off every seven days.

Wages and Benefits
Compensation paid to workers shall comply with all applicable wage laws, which includes laws on the minimum wage, overtime, and statutory welfare benefits. Deductions from wages as a disciplinary measure shall not be permitted.

Humane Treatment
There shall be no harsh and inhumane treatment including any sexual harassment, sexual abuse, corporal punishment, mental, or physical coercion or verbal abuse of workers; nor is there to be the threat of such treatment.

Non-Discrimination
Suppliers agree not to tolerate any unlawful harassment or discrimination within its workforce. Selection and employment practice, such as for advancement and remuneration or access to training opportunities, shall not discriminate against employees on the basis of race, skin color, age, gender, sexual orientation, ethnic background, disability, pregnancy, religious, or political conviction, trades union membership, or family status.

Freedom of Association
In accordance with relevant local law, supplier shall grant employees the right to form and join associations and to safeguard their interests.
Supplier Code of Conduct – Health & Safety

Supplier shall acknowledge that in addition to minimizing the incidence of work-related injury and illness, a safe and healthy work environment enhances the quality of products and services, consistency of production and worker retention and morale and that ongoing worker input and education is essential to identifying and solving health and safety issues in the workplace.

**Occupational Safety**

 Suppliers must ensure that their employees and any person present on or near the workplace are protected against potential occupational health and safety hazards resulting from the Suppliers’ business activities. Where appropriate, the Suppliers shall ensure that their employees are provided with adequate personal protective equipment, with adequate training on the safe use of tools and equipment and shall supervise employees’ adherence to safe working practices.

**Emergency Preparedness**

Potential emergency situations and events shall be identified and evaluated. Their impact shall be minimized by implementing emergency plans and reporting procedures.

**Occupational Injury and Illness**

Procedures and systems are to be in place to prevent, manage track and report occupational injury and illness and provide necessary medical treatment.

**Industrial Hygiene**

Worker exposure to chemical, biological, and physical agents are to be identified, evaluated, and controlled and workers are to be educated about the risks of industrial hazards.

**Physically Demanding Work**

Worker exposure to the hazards of physically demanding and highly repetitive tasks are to be identified, evaluated, and controlled.

**Machine Safeguarding**

Production and other machinery shall be evaluated for safety hazards. Physical guards, interlocks, and barriers are to be provided and properly maintained.

**Sanitation, Food, and Housing**

Workers are to be provided with ready access to clean toilet facilities, potable water, and sanitary food preparation, storage, and eating facilities. Worker dormitories provided by the employer are to be maintained to be clean and safe along with reasonable entry and exit privileges.

**Health and Safety Communication**

Supplier shall initially and regularly provide workers with appropriate workplace health and safety training in their primary language. Health and safety related information shall be clearly posted in the facility.
Supplier acknowledges that environmental responsibility is an integral part of product manufacture. Production processes shall be designed to prevent negative impacts on the environment and natural resources shall be conserved.

**Environmental Permits and Reporting**

Suppliers shall maintain all required environmental permits and registrations and follow the operational and reporting requirements of such permits.

**Pollution Prevention and Resource Reduction**

The use of resources and generation of waste of all types are to be reduced or eliminated at the source or by changing practices.

**Hazardous Substances**

Chemicals and other materials posing a hazard if released to the environment are to be identified and managed to ensure their safe handling, movement, storage, use, recycling, and disposal.

**Wastewater, Solid Waste, Air Emissions**

Supplier shall endeavor to reduce or eliminate solid waste, wastewater, and air emissions by implementing appropriate conservation measures in their production, maintenance, and facility processes. Suppliers shall manage, control, treat, and/or dispose of non-hazardous solid waste, wastewater, and/or air emissions generated from operations as required by applicable laws and regulations, before discharge.

**Materials Restrictions**

Supplier shall adhere to all applicable laws, regulations and customer requirements regarding prohibition or restriction of specific substances in products and manufacturing, including labeling for recycling and disposal.

**Water Management**

Supplier shall implement or adhere to a governmentally administered water management program that documents, characterizes, and monitors water sources, use and discharge; seeks opportunities to conserve water; and controls channels of contamination. All wastewater is to be characterized, monitored, controlled, and treated as required prior to discharge or disposal. Supplier shall conduct routine monitoring of the performance of its wastewater treatment and containment systems to ensure optimal performance and regulatory compliance.

**Energy Consumption and Greenhouse Gas Emissions**

Suppliers are encouraged to track, document and control energy consumption and all relevant Scopes 1 and 2 greenhouse gas emissions at the facility and/or corporate level. Suppliers are encouraged to look for cost-effective methods to improve energy efficiency and minimize energy consumption and greenhouse gas emissions.
Supplier Code of Conduct – Ethics & Compliance

Supplier shall adhere to the highest ethical standards when dealing with employees, suppliers, and customers.

**Business Integrity**

All business interactions shall be governed by high standards of integrity. The supplier shall not have any tolerance towards bribery, corruption, extortion, fraud and embezzlement and shall prohibit them in any form. All business processes must be transparent and properly reflected.

**No Improper Advantage**

Bribes or other means of obtaining an illegal or improper advantage shall not be offered, accepted as a promise or received. Procedures shall be put in place to monitor and implement these requirements in order to ensure adequate compliance with anti-corruption laws.

**Disclosure of Information**

Information on the company's business activities, structure, financial situation and performance shall be disclosed in accordance with the applicable provisions and usual business practices in the sector. The falsification of records and misrepresentation of conditions and practices in the supply chain are not acceptable.

**Intellectual Property**

Intellectual property rights shall be respected; transfer of technology and knowhow must be done in a manner that protects intellectual property rights and, customer and supplier information is to be safeguarded.

**Fair Business, Advertising, and Competition**

The supplier shall respect fair competition and conduct every business activity in compliance with the applicable antitrust legislation and provisions.

**Protection of Identity and Non-Retaliation**

Programs that ensure the confidentiality, anonymity and protection of supplier and employee whistleblowers are to be maintained, unless prohibited by law. Suppliers should have a communicated process for their personnel to be able to raise any concerns without fear of retaliation.

**Responsible Sourcing of Minerals**

Suppliers 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 rights 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 customer request.

**Privacy**

Suppliers are to commit to protecting the reasonable privacy expectations of personal information of everyone they do business with, including suppliers, customers, consumers and employees. Suppliers are to comply with privacy and information security laws and regulatory requirements when personal information is collected, stored, processed, transmitted, and shared.

**Export/Import Compliance**

Supplier shall adhere to all applicable local and U.S. laws and regulations governing export restrictions and import requirements, including the payment of customs duties.