



Supplier Code of Conduct

As reflected in Excel-Par Electronics Private Limited's (Excel-Par's) Code of Conduct, Excel-Par and its subsidiaries and affiliated companies are committed to a high standard of integrity and sustainability. Excel-Par has a zero-tolerance policy regarding unethical business behaviour, such as bribery and corruption. We expect all our suppliers to adhere to a similar standard and to conduct their business ethically. As a supplier, you must comply with all applicable laws and regulations, the requirements in this Supplier Code of Conduct and your contractual obligations to us.

This Excel-Par Supplier Code of Conduct defines the main principles underlying your business activities as one of our suppliers.

Principles of the Supplier Code of Conduct

1. Labour practices

Excel-Par suppliers should support the 'United Nations Universal Declaration of Human Rights' and the conventions and recommendations of its International Labour Organization.

1.1. Compliance with legislation

Suppliers of Excel-Par shall comply with the laws and the collective labour agreements in the countries in which they operate. The suppliers' Code of Conduct and practices should comply with the related laws and regulations.

1.2. Freedom of association and the right to collective bargaining

Excel-Par suppliers shall recognise the right of their employees to join or to refrain from associating freely and bargaining collectively.

1.3. Non-Discrimination

Excel-Par suppliers should recognise and appreciate the existence of different values and cultural standards. Each supplier should commit to providing equal opportunity in employment and should not discriminate based on age, race, nationality, social or ethnic descent, gender, physical disability, sexual preference, religion, political reference, or union membership. Only professional qualifications matter.

1.4. Fair labour conditions contracts, wages and working hours

Excel-Par's suppliers should comply with all applicable international, national, and local laws and/or collective agreements relating to wages, benefits, working hours and working conditions.

2. Environmental stewardship

Excel-Par expects its suppliers to comply with all applicable environmental regulations and legislation. Excel-Par suppliers should be committed to developing cleaner processes and aim to minimise the impact on the environment, and follow



best practices in environmental management, including energy and resource efficiency, and other waste treatment and reduction and recycling.

3. **Health and Safety**

Excel-Par seeks to work with suppliers that provide a safe and healthy workplace for all their employees. As an Excel-Par supplier, you and your employees should be committed to operating in a safe way whereby you are continuously working towards a goal of zero incidents. You shall provide your employees with all the necessary training and personal protection means.

4. **Fair business practices and ethics**

Excel-Par suppliers will uphold the highest standards of fair business practices and ethics, including:

4.1. Business Integrity

Excel-Par suppliers shall not engage in corruption, extortion, embezzlement, or bribery. They shall comply with all applicable anti-corruption laws and regulations of the countries in which they operate and all applicable international anti-corruption conventions. Excel-Par suppliers are obliged to foster fair and impartial competition. Excel-Par suppliers shall avoid conflict of interest situations in relationships with Excel-Par employees. All Excel-Par suppliers shall maintain an unquestionable standard of integrity, which includes that no excessive gifts and meals, entertainment, travel, accommodation, or other gratuities will be offered to Excel-Par employees.

4.2. Protection of intellectual property

All suppliers of Excel-Par shall respect intellectual property rights and shall manage the existence of and information on technology and know-how in such a manner that the Excel-Par intellectual property rights be adequately protected. Also, the Excel-Par brand and logo are examples of property rights. Suppliers shall only use the Excel-Par logo or publish Excel-Par as a reference customer in their online or printed communication tools with prior consent from Excel-Par. Excel-Par maintains the right to cancel a given approval when the relationship with the supplier ends.

4.3. Confidentiality of information and disclosure of information

All suppliers of Excel-Par shall treat the information obtained from Excel-Par strictly confidential. Information regarding the suppliers' business activities, structure, financial situation, and performance should be disclosed in accordance with applicable regulations.

4.4. Responsible sourcing of minerals

Excel-Par is committed to using raw materials of legal and sustainable origin. Excel-Par wants to avoid sourcing "conflict minerals" as they contribute to the financing of armed conflicts and enable human rights abuses. Excel-Par



maintains due diligence processes to achieve compliance with this commitment and requests relevant suppliers to support Excel-Par in this respectfully.

4.5. Secure Business

Excel-Par suppliers shall conduct business in a secure manner, with particular reference to implementing reasonable measures for minimising exposure of Excel-Par to security threats such as terrorism, crime, pandemics, and natural disasters.

5. **Documentation and Monitoring**

To ensure and demonstrate compliance with the Supplier Code of Conduct, Excel-Par suppliers shall keep records of all relevant documentation and provide us with supporting documentation upon request. This Code of Conduct forms an integral part of Excel-Par's supplier relationship management and evaluation procedure. Excel-Par will take a risk-based approach in assessing the supplier's compliance with the requirements of this Code. Monitoring may include self-assessments, site visits and follow-up on remediation plans. Excel-Par will work with its suppliers to address the gaps identified.

6. **Corrective actions**

Excel-Par reserves the right to disengage from suppliers that do not meet the requirements of this Supplier Code of Conduct or who cannot provide or commit to an improvement plan.