



Supply Chain Code of Conduct

Core Principle

At UAT, our core values are passion, integrity and teamwork. Our purpose is to develop long term partnership in delivering peace of mind and these values stand at the core of every decision we make for the company. We expect all of our business partners and suppliers to operate on the same principles.

ENVIRONMENTAL PERFORMANCE

Suppliers recognize that environmental responsibility is integral to producing world class products. In manufacturing operations, adverse effects on the environment and natural resources are to be minimized while safeguarding the health and safety of the public. ISO 14001 is used as references in preparing this code of conduct.

- a. Waste of all types, including water and energy, are to be reduced or eliminated at the source by practices such as modifying production, maintenance and facility processes, materials substitution, conservation, recycling and re-using materials.
- b. Chemical and other materials posing a hazard if released to the environment are to be identified and managed to ensure their safe handling, movement, storage, recycling or reuse and disposal.
- c. Wastewater and solid waste generated from operations, industrial processes and sanitation facilities are to be monitored, controlled and treated as required prior to discharge or disposal;
- d. Air emissions of volatile organic chemicals, aerosols, corrosives, particulates, ozone depleting chemicals and combustion by-products generated from operations are to be characterized, monitored, controlled and treated as required prior to discharge.

HUMAN RIGHTS & SOCIAL PERFORMANCE

Suppliers should uphold the human rights of workers, and to treat them with dignity and respect as understood by the international community.

- a. Forced bonded or indentured labor or involuntary prison labor is not to be used. All work will be voluntary;
- b. Child labor is not to be used in any stage of manufacturing. The term "child" refers to any person employed under the age of 16 or under the age for completing compulsory education. The use of legitimate workplace apprenticeship programs, which comply with all laws and regulations, is supported.
- c. There is to 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 any such treatment;
- d. Participants should be committed to a workforce free of harassment and unlawful discrimination. Companies shall not engage in discrimination based on race, color, age, gender, sexual orientation, ethnicity, disability, pregnancy, religion, political affiliation, union membership or marital status in hiring and employment practices such as promotions, rewards, and access to training.



HEALTH & SAFETY

Suppliers recognize that the quality of products and services, consistency of production and workers' morale are enhanced by a safe and healthy work environment. OHSAS 18001 is used as references in preparing this code of conduct and may be a useful source of additional information.

- a. Worker exposure to potential safety hazards (e.g., electrical and energy sources, fire, vehicle, and fall) are to be controlled through proper design engineering and administrative controls, preventative maintenance and safe work procedures;
- b. Procedures and systems are to be in place to manage, track and report occupational injury and illness;
- c. Worker exposure to chemical, biological and physical agents is to be identified, evaluated, and controlled. When hazards cannot be adequately controlled by engineering and administrative means, workers are to be provided with appropriate personal protective equipment;
- d. Emergency situations and events are to be identified and assessed, and their impact minimized by implementing emergency plans and response procedures, including: emergency reporting, employee notification and evacuation procedures, worker training and drills, appropriate fire detection and suppression equipment, adequate exit facilities and recovery plans.

ANTI-CORRUPTION

To meet social responsibilities and to achieve success in the marketplace, Suppliers are to uphold the highest standards of ethics including:

- a. No Corruption, Extortion, or Embezzlement. The highest standards of integrity are to be expected in all business interactions. Any and all forms of corruption, extortion and embezzlement are strictly prohibited resulting in immediate termination and legal actions;
- b. Information regarding business activities, structure, financial situation and performance is to be disclosed in accordance with applicable regulations and prevailing industry practices;
- c. Bribes or other means of obtaining undue or improper advantage are not to be offered or accepted;
- d. Programs that ensure the protection of supplier and employee whistleblower confidentiality are to be maintained.

THESE VALUES GUIDE OUR ACTIONS.

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