

## Code of Conduct for Suppliers

### 1. **PURPOSE**

i2s is committed to ethical conduct, integrity and compliance across all of our businesses worldwide. i2s values its relationships with its suppliers and seeks to work with suppliers who share our values and who meet the requirements set forth in this Supplier Code of Conduct (the "Code of Conduct").

i2s' membership as part of the Amphenol Group in the Responsible Business Alliance (RBA) reflects our commitment to ethical behavior. The RBA Code of Conduct "sets standards to ensure that working conditions in the electronics industry and its supply chains are safe, that workers are treated with respect and dignity, and that business operations are conducted in an environmentally and ethically sound manner."

i2s' suppliers (individuals or entities that provide goods or services to i2s or conduct business for i2s or act on i2s' behalf) (collectively, "Suppliers") are integral to our success and reflect the Company as a whole. The SKOC sets forth minimum standards that i2s expects from each of its Suppliers. The Code of Conduct is based on the RBA Code of Conduct, but also incorporates additional i2s requirements. We expect our suppliers (and their respective employees, subcontractors and suppliers) to ensure that the requirements of the Code of Conduct are met within their supply chains.

This Code of Conduct may contain provisions that are overridden by local laws, regulations or legal obligations. Supplier agreements are subject to the terms of the contract, but in the event of a conflict between this Code of Conduct and the terms of a contract, the obligations set forth in this Code of Conduct shall govern, unless the contract expressly provides otherwise. i2s desires to establish and maintain relationships with suppliers who demonstrate a clear commitment to this Code of Conduct and reserves the right to terminate any contract or agreement if a supplier is found by i2s to be guilty of violating any part of the Code of Conduct.

### 2. **SCOPE**

The supplier must ensure conformity with the Code of Conduct in all its business relationships. Suppliers who use a subcontractor, sub-supplier or temporary employment agency must also ensure their conformity with the Code of Conduct.

### 3. **DEFINITIONS**

#### **3.1 Debt bondage**

Practice in which employees are forced to perform work for an employer for a specified period of time at no or low pay, often as a means of paying off a debt. Also known as obnoxiousness.

#### **3.2 Child labor**

Persons under the age of compulsory education, under the minimum age of employment in the country, or under 15 years of age, whichever is higher.

#### **3.3 Corporal punishment**

Chastisement by physical punishment intended to cause harm or pain.

#### **3.4 Disciplinary reduction of wages**

Pay deductions, fines, or account withdrawals that serve as disciplinary action. A deduction from wages in the amount of time not worked shall not be considered a disciplinary deduction from wages.

#### **3.5. Emergencies or unusual situations**

Unforeseeable events or situations that cannot be planned or anticipated that cause overtime to exceed the limits established by law or by the Federal Cartel Office.

### **3.6 Forced labor**

Work or service that a person has not voluntarily offered to perform but that is performed under threat of retribution, punishment, or the promise of debt repayment.

### **3.7 Contract bondage**

An employee who is contracted to work for another person for a specified period of time, often without pay, but in exchange for housing, food, other necessities of life, and/or free passage to another country.

### **3.8 Prison work**

Forcing prisoners to work for profit-making enterprises, either directly or by contracting prison labor.

### **3.9 Human trafficking**

The act or practice of illegally transporting persons from one country or territory to another, typically for the purpose of forced labor or sexual exploitation.

### **3.10. Whistleblower**

Any person who provides information about a person or business engaged in improper conduct or illegal activity.

### **3.11. Young workers**

Any person older than the legal age for employment but younger than 18 years old. In parlance, adolescents or teenagers.

## **4. EMPLOYEE**

i2s is committed to ensuring that all employees in its supply chain are treated fairly and with dignity and Be treated with respect.

### **4.1 Freely chosen employment**

Suppliers shall not use forced, bonded or indentured labor, involuntary or exploitative prison labor, slavery or human trafficking. This includes transporting, harboring, recruiting, relocating or receiving persons by threat, force, coercion, abduction, abduction or fraud for labor or services. There must be no unreasonable restrictions on the free movement of workers in the facility, and no unreasonable restrictions on entering or leaving the facilities provided by the company. As part of the hiring process, workers must be provided with a written employment contract in their native language that includes a description of the terms and conditions of employment, and no substitution or modification(s) shall be permitted in the employment contract unless such modification(s) are made to comply with local law and provide equal or better terms and conditions. All work must be voluntary and employees are free to leave their jobs or terminate their employment at any time. Employers and contractors may not hold or otherwise destroy, conceal, confiscate, or deny access to employees' personnel or immigration documents, such as government-issued identification, passports, or work permits, unless such withholding is required by law. Employees shall not be required to pay employer or contractor recruitment fees or other related fees for their employment. If such fees are paid by employees, they shall be returned to the employee.

### **4.2 Young workers**

Suppliers shall not use child labor. The use of legitimate workplace learning programs that comply with all laws and regulations is encouraged. Workers under the age of 18 (young workers) shall not perform work that could jeopardize their health or safety, including night shifts and overtime. Suppliers must ensure proper management of student employees through proper maintenance of student records, strict due diligence of educational partners, and protection of student rights in accordance with applicable laws and regulations. Vendors must provide appropriate support and training to all student employees. In the absence of local laws, the rate of pay for student workers, interns, and apprentices must be at least the same rate of pay as other entry-level workers performing the same or similar duties.

#### **4.3 Working hours**

Working hours may not exceed the maximum limits set by local law. In addition, employees shall be granted a minimum break and rest period determined by local law.

#### **4.4 Wages and benefits**

Compensation paid to employees shall comply with all applicable wage laws, including those relating to minimum wages, overtime and legally mandated benefits. In accordance with local laws, employees shall be paid overtime at rates of compensation that are higher than normal hourly rates. Disciplinary reductions in pay are not permitted. For

each pay period, employees shall be provided with a timely and understandable pay stub that includes sufficient information to verify the appropriate compensation for the work performed. All use of temporary, dispatch and outsourced labor shall be within the limits of local law.

#### **4.5 Human treatment**

Suppliers shall not subject or threaten workers with inhumane treatment, including sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, or verbal abuse; nor shall there be a threat of such treatment. Disciplinary policies and procedures in support of these requirements shall be clearly defined and communicated to employees.

#### **4.6 Non-discrimination**

Suppliers should commit to a workforce that is free from harassment and unlawful discrimination. Companies shall not discriminate on the basis of race, color, age, sex, sexual orientation, gender identity and expression, ethnic or national origin, disability, pregnancy, religion, political affiliation, union membership, covered veteran status, protected genetic information, or marital status in hiring and employment practices such as wages, promotions, rewards, and access to training. Reasonable accommodations for religious practices should be made for employees. In addition, employees or potential employees should not be subjected to medical tests or physical examinations that could be conducted in a discriminatory manner.

#### **4.7 Freedom of assembly**

In accordance with local law, suppliers shall respect the right of all workers to form and join unions of their choice, to bargain collectively and to participate in peaceful assembly, and the right of workers to refrain from such activities. Workers and/or their representatives shall be able to communicate openly with management about working conditions and management practices and to exchange ideas and concerns without fear of discrimination, retaliation, intimidation or harassment.

### **5. HEALTH AND SAFETY**

i2s recognizes that a safe and healthy work environment not only minimizes the incidence of work-related injuries and illnesses, but also improves the quality of products and services, consistency of production, employee retention and morale within the company. i2s also recognizes that ongoing employee input and education are essential to identifying and addressing workplace health and safety issues.

Suppliers must comply with applicable health and safety regulations and continuously improve health and safety performance.

#### **5.1 Occupational safety**

The potential for worker exposure to safety hazards (e.g., chemical, electrical, and other energy sources, fire, vehicles, and fall hazards) shall be identified, evaluated, and controlled through appropriate design, engineering, and administrative controls, preventive maintenance and safe work practices (including interlocking/shutdown), and ongoing safety training. If the hazards cannot be adequately controlled by these means, workers shall be provided with appropriate, well-maintained personal protective equipment and training on the risks to them associated with these hazards. Appropriate measures shall also be taken to remove pregnant women/ nursing mothers from high hazard working conditions, to eliminate or reduce

workplace health and safety hazards to pregnant women and nursing mothers, including those associated with their work tasks, and to provide reasonable accommodation for nursing mothers.

### **5.2 Emergency Preparedness**

Potential emergency situations and events shall be identified and evaluated and their impact minimized through the implementation of emergency plans and response procedures, including: emergency reporting, employee notification and evacuation procedures, employee training and drills, appropriate fire detection and suppression equipment, clear and unobstructed exits, and adequate escape routes and rescue plans. These plans and procedures must be designed to minimize damage to life, the environment, and property.

### **5.3 Occupational accidents and diseases**

Suppliers must implement procedures and systems to prevent, manage, track and report occupational accidents and illnesses, including provisions to encourage worker reporting, classify and record accident and illness cases, provide necessary medical treatment, investigate cases and implement corrective actions to eliminate their causes, and facilitate workers' return to work.

### **5.4 Industrial hygiene**

Suppliers shall identify, evaluate, and control exposure to chemical, biological, and physical agents in accordance with the hierarchy of controls. Potential hazards shall be eliminated or controlled by appropriate design, engineering, and administrative controls. When hazards cannot be adequately controlled by these means, workers shall be provided with and instructed on appropriate, well-maintained personal protective equipment. Protection programs shall include training on the risks associated with these hazards.

### **5.5 Physically demanding work**

Identify, evaluate, and control the employee's exposure to the hazards of physically demanding activities, including manual material handling and heavy or repetitive lifting, prolonged standing, and highly repetitive or forceful assembly work.

### **5.6 Machine protection devices**

Production and other machinery shall be evaluated for safety hazards. Physical guards, interlocks and barriers shall be provided and properly maintained when machinery poses a risk of injury to workers.

### **5.7 Sanitation, Food and Housing**

Suppliers shall provide workers with easy access to clean toilet facilities, potable water and sanitary food preparation, storage and dining facilities. Work accommodations provided by the contractor or a labor intermediary shall be kept clean and safe and provided with adequate emergency egress, hot bath and shower water, adequate lighting, heat and ventilation, individually secured accommodations for storage of personal and valuable items, and adequate privacy and entry and exit privileges.

### **5.8 Health and safety communication**

Suppliers shall provide workers with appropriate health and safety information and training in the worker's language or in a language that workers can understand for all identified workplace hazards to which workers are exposed, including but not limited to mechanical, electrical, chemical, fire, and property hazards. Health and safety information shall be clearly posted in the facility or placed in an identifiable location accessible to workers. All workers shall receive training before starting work and periodically thereafter. Workers are encouraged to raise safety concerns.

## **6. ENVIRONMENTAL PROTECTION**

i2s recognizes that environmental responsibility is an essential part of producing leading-edge products. Production is intended to minimize adverse impacts on society, the environment and natural resources

while protecting public health and safety. Suppliers are required to comply with applicable environmental regulations and continuously improve environmental performance.

### **6.1 Environmental Permitting and Reporting**

Obtain, maintain and keep current all required environmental permits, approvals, certifications and registrations and comply with their operational and reporting requirements.

### **6.2 Pollution prevention and resource reduction**

Resource use and waste generation of all types, including air, water, and energy, shall be reduced or eliminated at the source or through practices such as modification of production, maintenance, and equipment processes, material substitution, conservation, reuse, or recycling.

### **6.3 Hazardous substances**

Chemicals and other materials that pose a hazard to people and the environment shall be identified, labeled, and controlled to ensure their safe handling, transport, storage, use, recycling, reuse, or disposal.

### **6.4 Solid waste**

Suppliers shall use a systematic approach to identify, manage, reduce, and responsibly dispose of or recycle hazardous and non-hazardous waste.

### **6.5 Pollutant emissions**

Air emissions of volatile organic chemicals, aerosols, corrosives, particulates, ozone depleting chemicals, and combustion byproducts from operations shall be characterized, routinely monitored, controlled, and treated in accordance with pre-discharge permit conditions. Suppliers shall conduct periodic monitoring of the performance of their air emission control systems.

### **6.6 Product Conformity and Significant Limitations**

Suppliers are required to comply with all applicable laws, regulations and customer requirements regarding the prohibition or restriction of certain substances in products and production, including labeling for recycling and disposal.

### **6.7 Water management**

Suppliers must take a systematic approach to responsibly manage water withdrawals and discharges in accordance with applicable regulations and permit conditions and promote water conservation.

### **6.8 Energy management**

Suppliers must take a systematic approach to responsibly manage energy consumption and improve energy efficiency to reduce greenhouse gas emissions.

## **7. ETHICS**

i2s expects its suppliers to commit to and adhere to the highest standards of ethical conduct in all of their business relationships.

### **7.1 Business integrity, prohibition of corruption and no money laundering**

Suppliers shall conduct their business with transparency and integrity. i2s expects that all suppliers will not tolerate corruption. Compliance with the United Nations (UN)<sup>1)</sup> and Organisation for Economic Co-operation and Development (OECD) conventions<sup>2)</sup> on combating corruption and the relevant anti-corruption laws shall be ensured in their companies, in particular that their employees, subcontractors or agents do not offer, promise or grant any benefits to i2s employees and/or related third parties with the aim of obtaining a contract or other preferential treatment in business dealings. Suppliers shall comply with legal obligations to prevent money laundering and shall not engage in money laundering activities in any form.

## **7.2 No improper advantage**

Bribes or other means of obtaining an improper or undue advantage with i2s may not be promised, offered, approved, given or accepted. This prohibition applies to promising, offering, authorizing, giving or accepting assets, either directly or indirectly through a third party, to do or retain business, transfer business to any person or otherwise obtain an improper advantage. Monitoring and enforcement procedures are established to ensure compliance with anti-corruption laws.

## **7.3 Disclosure of information**

All business transactions should be conducted transparently and accurately reflected in the supplier's books and records. Information of the persons involved in the areas of labor, health and safety, environment, business activities, structure, financial position and performance shall be disclosed in accordance with applicable regulations and prevailing industry practices. Falsification of records or misrepresentation of supply chain conditions or practices is not acceptable.

## **7.4 Intellectual property**

Intellectual property rights shall be respected and the transfer of technology and know-how shall be carried out in a manner that protects intellectual property rights. Customer and supplier information shall be protected in the same way.

## **7.5 Fair Business Conduct, Advertising & Competition**

The principles of fair business conduct, fair advertising and fair competition shall be observed.

## **7.6 Protection of identity and retaliatory measures**

Programs that ensure confidentiality, anonymity and whistleblower protection of suppliers and employees should be maintained unless prohibited by law. Suppliers should have a communication process in place so that their personnel can raise concerns without fear of retaliation.

## **7.7 Prevention of conflicts of interest**

Suppliers shall ensure that all business decisions are made on the basis of factual criteria and not on the basis of private interests or relationships. Any direct or indirect close relationship between suppliers and i2s employees that may have an impact on the business relationship shall be disclosed to i2s.

## **7.8 Responsible procurement of minerals**

Suppliers shall have a policy in place to reasonably ensure that tantalum, tin, tungsten and gold in the products they manufacture do not directly or indirectly finance or benefit armed groups that commit serious human rights abuses in the Democratic Republic of Congo or an adjoining country. Suppliers are required to conduct due diligence on the origin and supply chain of these minerals and to provide their due diligence procedures to the customer upon the customer's request. Suppliers are required to provide the most current version of their Conflict Minerals Reporting Template (CMRT) within 30 days of request.

## **7.9 Data protection**

Suppliers are committed to protecting the reasonable privacy expectations of personal data of all individuals with whom they do business, including suppliers, customers, consumers and employees. Suppliers must comply with data privacy and information security laws and regulatory requirements when collecting, storing, processing, transferring and disclosing personal data.

## **8. MANAGEMENT SYSTEMS**

Suppliers shall implement or establish a management system whose scope relates to the contents of this Code. The management system shall be designed to ensure the following:

- (a) Compliance with applicable laws, regulations and customer requirements relating to the Supplier's activities and products;
- (b) compliance with this Code of Conduct; and

(c) The identification and mitigation of operational risks associated with this Code of Conduct. It should also enable continuous improvement.

### **8.1. Corporate commitment**

A corporate social and environmental responsibility statement affirming the supplier's commitment to compliance and continuous improvement, endorsed by management and published in the local language at the site.

### **8.2 Management responsibility and accountability**

Suppliers shall clearly identify the senior management and company representative(s) responsible for implementing the management systems and related programs. Management shall periodically review the status of the management system.

### **8.3 Legal and customer requirements**

A process to identify, monitor and understand about applicable laws, regulations and customer requirements, including the requirements of this Code of Conduct.

### **8.4 Risk assessment and risk management**

A process to identify legal compliance related to environmental, health and safety (EHS), labor and ethical risks associated with the supplier's operations. Determine the relative importance for each risk and implement appropriate procedural and physical controls to monitor identified risks and ensure compliance.

### **8.5 Improvement targets**

Written performance targets, goals, and implementation plans to improve the supplier's social and environmental performance, including regular evaluation of the supplier's performance toward achieving these targets.

### **8.6. Training**

Programs to train managers and employees to implement supplier policies, procedures, and improvement objectives and to comply with applicable legal and regulatory requirements.

### **8.7 Communication**

A process for communicating clear and accurate information about supplier policies, practices, expectations, and performance to employees, suppliers, and customers.

### **8.8 Employee feedback, participation & complaints**

Ongoing processes, including an effective grievance mechanism, to assess and receive feedback on employee understanding of the practices and conditions covered by this Code of Conduct and to promote continuous improvement.

### **8.9 Audits and assessments**

Regular self-assessments to ensure compliance with legal and regulatory requirements, the content of the Code of Conduct, and customers' contractual requirements related to social and environmental responsibility.

### **8.10. Corrective actions**

A process for the timely correction of deficiencies identified through internal or external assessments, inspections, investigations, and audits.

### **8.11. Documentation and records**

Create and maintain documents and records to ensure compliance and conformance with company requirements and appropriate confidentiality to protect privacy.

## **8.12. Responsibility of the supplier**

A process for communicating Code of Conduct requirements to suppliers and monitoring supplier compliance with the Code of Conduct.

## **9. COMPLIANCE REVIEW**

Suppliers and their employees, agents and subcontractors are expected to comply with this Code of Conduct when doing business with or on behalf of i2s. Suppliers must notify their i2s contact (or a member of i2s management) within 3 business days if a situation develops that causes the supplier to act in violation of this Code of Conduct. While i2s suppliers are expected to self-monitor and demonstrate compliance with this Code of Conduct, i2s may audit suppliers or inspect supplier facilities to verify compliance. Compliance with this Code of Conduct and participation in training on this Code of Conduct as provided by i2s is expected in addition to any other obligations under any agreement a supplier may have with i2s.

## **10. REPORTING MECHANISM**

If a supplier wishes to report questionable conduct or a possible violation of this Supplier Code of Conduct, they should contact i2s through the following channels in resolving this issue:

Tel: +49 (351) 88596-0

Email: [codeofconduct@i2s-sensors.de](mailto:codeofconduct@i2s-sensors.de)

Address: Intelligente Sensorsysteme Dresden GmbH  
Zur Wetterwarte 50  
01109 Dresden  
Germany

i2s will maintain confidentiality to the fullest extent possible and will not tolerate retaliation or retaliation against anyone who in good faith has sought advice or reported questionable conduct or a possible violation of this Code of Conduct

Dresden, January 2022

The Management  
**Intelligente Sensorsysteme Dresden GmbH**

## **References**

- 1) United Nations Global Compact: [<https://www.unglobalcompact.org/>]
- 2) OECD Guidelines: [<http://mneguidelines.oecd.org/>]