



*We make amazing things happen.™*

## **Code of Conduct for Suppliers**

This Code of Conduct defines the basic supplier requirements concerning responsibilities towards employees, stakeholders and the environment. EPIC reserves the right to reasonably change the requirements of this Code of Conduct.

### **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 government official for the purpose of influencing decision making in violation of law

### **Respect for the basic human rights of employees**

- to promote equal opportunities for and treatment of its employees irrespective of skin color, 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 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 prohibit behavior including gestures, language and physical contact, that is sexual, coercive, threatening, abusive or exploitative
- to provide fair employee remuneration
- to comply with the maximum number of working hours laid down in the applicable laws

### **Prohibition of child labor**

- 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 and Safety of employees**

- to take responsibility for the health and safety of employees
- to control hazards and take the best reasonably possible precautionary measures against accidents and occupational diseases
- to provide training and ensure that employees are educated in health and safety issues

### **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

### **Supply Chain**

- to use best efforts to promote among suppliers compliance with this Code of Conduct
- to comply with the principles of non discrimination with regard to supplier selection and treatment
- to protect intellectual property rights

### **Responsible Sourcing of Minerals**

- to have a policy that assures products containing tantalum, tin, tungsten and gold are not directly or indirectly financing or benefiting armed groups that are perpetrators of serious human rights abuses in the Democratic Republic of the Congo, adjoining countries
- To conduct due diligence on the source and chain of custody of these minerals and make their due diligence measures available to customers upon customer request