

# Supplier Code of Conduct

Centry is committed to the highest standards of product quality, safety and business integrity. We want to ensure that working conditions in our supply chain are safe, that workers are treated with respect and dignity, and that our manufacturing processes are environmentally friendly and safe.

Therefore, Centry has created this SUPPLIER CODE OF CONDUCT defining the basic requirements placed on our suppliers of goods and services concerning their responsibilities towards their stakeholders and the environment.

## The supplier declares herewith:

- **Legal compliance**
  - to comply with the laws of the applicable legal systems
  - to develop, implement and maintain methods and processes appropriate to its products and services to minimize the risk of introducing counterfeit data into products
  - to accurately record, maintain and report business documentation including, but not limited to, financial accounts, time recording, expense reports and submissions to customers and regulatory authorities, when appropriate
  - to maintain books and records in accordance with applicable law and generally accepted accounting principles
- **Labor and Human Rights**
  - to respect the personal dignity, privacy and human rights of each individual
  - not to use forced or involuntary labor
  - to uphold equal opportunities for and treatment of its employees irrespective of skin color, nationality, race, disabilities, political or religious conviction, sexual orientation, age, sex or social background
  - to refuse to tolerate any unacceptable treatment of employees, such as mental cruelty, sexual harassment or discrimination
  - to honor the right to reasonable compensation and guarantee the applicable national statutory minimum wage
  - to respect the maximum number of working hours determined in the applicable laws
  - to acknowledge, as far as legally possible, the right of free association of employees and to neither favor nor discriminate against members of employee organizations or trade unions.
  - to employ no workers under the age of 16 years
- **Corruption, Extortion, Bribery**
  - to tolerate no form of corruption, extortion and bribery

- not to offer or take receipt of any gift, loan, fee, reward or other advantage to or from any person as an inducement to do something which is dishonest, illegal or a breach of trust
- **Health and Safety**
  - to take responsibility for the health and safety of its employees
  - to provide training and ensure that employees are educated in health and safety issues
  - to establish reasonable occupational health and safety management rules
  - to control hazards and take the best reasonably possible precautionary measures against accidents and occupational diseases
- **Environment**
  - to act in compliance with the applicable statutory and international standards of environmental protection
  - to minimize environmental pollution and make continuous improvements in environmental protection
  - to avoid or continuously reduce all forms of waste
- **Supply Chain**
  - to promote the compliance with the principles of this Code of Conduct among its suppliers
  - to consider the compliance with these principles when selecting suppliers
  - to have implemented a conflict-free sourcing policy to ensure that so-called “conflict minerals” are not used by their suppliers and sub-suppliers throughout the whole supply chain