

HEISERTEC SUPPLIER CODE OF CONDUCT

At heiserTEC we believe in treating our customers, employees, investors and suppliers as we would like to be treated. We expect that our suppliers will conduct business in a way consistent with the unique principles and values of our company. This Supplier Code of Conduct is provided as a guideline to the basic requirements expected of our suppliers.

Labor and Human Rights

Minimum Work Age – Suppliers shall not use any form of child labor within their organization or purchase materials or services from companies using underage labor.

Forced Labor – Suppliers shall not use any form of forced, involuntary or slave labor within their organization or purchase materials or services from companies using forced, involuntary, or slave labor.

Discrimination – Suppliers are expected to promote equal opportunities and fair treatment of all employees in hiring and employment practices.

Freedom of Association/ Collective Bargaining – Employees' rights to free association and collective bargaining shall be recognized and respected, as far as legally permitted.

Compensation and Working Time - Suppliers are expected to comply with applicable wage and working hours labor laws and regulations.

Occupational Health and Safety

At heiserTEC, we expect our suppliers to fully comply with all applicable laws and regulations governing health and safety at work. Furthermore, they should use a health and safety management system to implement proactive measures that support accident prevention and minimize health risk exposure.

Environmental Protection

At heiserTEC, we expect our suppliers to fully comply with all applicable laws, regulations and standards in the jurisdiction in which they operate. Suppliers are expected to operate in a way that minimizes the impact on natural resources and protects the environment.

Ethics in Business

Prohibition of Bribery– Suppliers shall not tolerate corruption or bribery in any facet of business and shall ensure compliance with all anti-corruption laws.

Preventing Conflicts of Interest – Suppliers must not make business decisions that will create situations that are, or appear to be, a conflict of interest. Any factors that might influence our suppliers' decisions due to private, business or other conflicts of interest must be prevented.

Antitrust/ Unrestricted Competition – Suppliers are expected to conduct business in a fair manner and comply with all applicable antitrust laws and regulations.

Confidentiality– Suppliers are expected to keep heiserTEC' business, financial and technical information confidential using appropriate safeguards.

Supplier Relations

At heiserTEC, we expect our suppliers to communicate and encourage your suppliers to comply with the minimum standards within this Code of Conduct.