

## **EC Electronics Global Code of Conduct**

Operating internationally in the Contract Electronics Manufacturing services industry, we are fully committed to complying with local regulations and legislation as well as operating a global code of conduct to all employees.

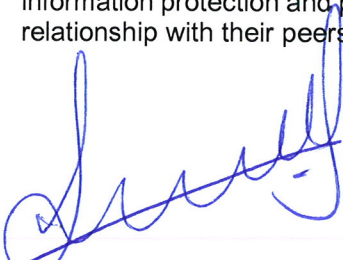
We believe that ethical management is a tool for responding to rapid changes in our global business environment and a vehicle for building trust between our stakeholders including customers, shareholders, employees, suppliers and local communities.

To achieve our ethical objectives, we train our employees in our business principles and monitor our systems, while practicing fair and transparent corporate management.

Supported by a suite of CSR policies, our principals are to:

- Comply with all local law and ethical standards
- Respect the dignity and diversity of individuals
- Compete in accordance with the law and business ethics
- Maintain transparency of accounts with accurate recording of transactions
- Not get involved in politics and maintain neutrality
- Protect information on individuals and business partners
- Make a strict distinction between public and private affairs in our duties
- Protect and respect the intellectual properties of the company and others
- Create a sound organisational atmosphere
- Respect customers, shareholders and employees
- Put priority on customer satisfaction in management activities
- Pursue management focused on shareholder value
- Endeavor to improve our employees' quality of life
- Care for the environment, health, and safety
- Pursue environment friendly management
- Value the health and safety of human beings
- Build relationships of co-existence and co-prosperity with our business partners

Our global code of conduct details behavioural guidelines and judgmental standards for our employees. It aims to eliminate nationality or gender discrimination and drive transparent disclosure of business information, customer information protection and partner collaboration. Our employees are required to abide by this code of conduct in their relationship with their peers, customers and suppliers.



Phil Simmonds  
Group Managing Director