

GENERAL

In a more and more competitive market and considering the economic, social and environmental impact that any manufacturing activity has in our life, Plati is committed to refer to the Electronic Industry Code of Conduct (EICC) for conducting its business, and to continuously seek for improvement opportunities in all involved areas.

This Code of Conduct highlights important standards that are consistent with Plati Group values and which we expect from each Business Partner including, but not limited to suppliers, employees, consultants, vendors, brokers, dealers, contractors, agents, customers and others, to observe and strictly adhere to.

COMPLIANCE WITH LAWS, RULES AND REGULATIONS

The Business Partner must comply with all applicable laws, rules and regulations in the countries in which it operates and will maintain suitable measures to ensure Compliance with such laws, rules and legal regulations.

COMBATING CORRUPTION

Plati does not tolerate any form of corruption. Thus, Plati and the Business Partner shall comply with applicable laws and regulations concerning bribery and anti-corruption, including those concerning foreign corrupt practices. Plati and Business Partner will neither engage in nor tolerate any form of corruption, bribery, theft, embezzlement, or extortion or the use of illegal payments, including without limitation, any payment or other benefit conferred on any individual, company or government official, for the purpose of influencing the decision-making process in violation of applicable laws. Specifically, Plati and the Business Partner must not offer illegal benefits or illegal favors such as bribe payments, kick-backs, or other illegal benefits including inappropriate gifts and undue hospitality for the exchange of business opportunities.

PREVENTION OF MONEY LAUNDERING

At Plati we comply with all applicable statutes governing the prevention of money laundering and not to participate in any money laundering activity, and expect Business Partner to do the same

RESPECT FOR HUMAN RIGHTS, ANTI-DISCRIMINATION AND WOMEN'S EMPOWERMENT

Plati respects human rights and require Business partner to embrace the same, actively promoting their observance. We follow the national and international statements for human rights, as the Universal Declaration of Human Rights of the United Nations, requiring each individual, every organ of society and, by extension, economic agents and businesses, to contribute towards the observation of these rights. Plati operates providing people with goods while maintaining our competitive capacity.

Plati and Business Partner shall treat all individuals with respect and fairness and observe basic human rights set forth, the prohibition of forced or child labor, and the provision of reasonable wages, social benefits, working hours, freedom of association and other fair working conditions in compliance with applicable laws.

Plati and Business partner commit to maintain an environment with no retaliation, free of discrimination and harassment on the basis of gender, age, race, skin color, ethnicity, culture or national origin, citizenship, religion or religious beliefs, physical or mental disability, veteran status, sexual orientation or any other characteristics protected by applicable law.

REPORTING ANY ILLEGAL OR UNETHICAL BEHAVIOR

Employees at Plati and at Business partner must be encouraged to inform the management, managers or other appropriate personnel about observed behavior, which they believe may be illegal or a violation of this Code of Conduct or when in doubt about the best course of action in a particular situation. It is the policy of Plati not to allow retaliation for reports made in good faith by employees of misconduct by others. Employees are expected to cooperate in internal investigations of misconduct.

PRODUCT SAFETY, HEALTH, AND ENVIRONMENT

With all processes and products Plati make all possible to make a substantial contribution to the sustainable use of resources, environmental protection, including environment protection in particular. We aim to save resources by continually aligning our production, quality and performance of our products with environmental soundness, and by reducing consumption of energy, water, raw materials and supplies. All Business Partners shall support Plati in these efforts being committed to manufacture and deliver safe products and provide a safe working environment that supports accident prevention and minimizes exposure to health risks to the employees.

Plati is committed to:

- Protect the health and safety of all its employees
- Implement safe and healthful work practices to prevent injury, illness and property damages
- Minimize occupational exposures to potentially hazardous substances and unsafe work conditions
- Train and involve all employees in health and safety programs, and in emergency preparedness

Plati is committed to consider environment as an integral responsibility of its own business. In particular Plati commits its activities toward the standard ISO 14001 standards in its plants.

CONFLICT OF INTEREST

Employees are expected to act in the best interest of their company. Private interests and personal consideration shall not affect any business decision. Plati as well as the Business Partner will avoid any activity or situation which may lead to a conflict of private interest of a Platis' employee or Business Partner and the business interest of Plati. Any becoming aware of a conflict of interest situation will immediately notify Plati about this.

If a law, local custom or policy conflicts with this Code, they must be consider as priority.

If there is any questions about these conflicts, employee should ask their manager how to handle the situation. Employees and Business Partner are responsible for understanding the requirements that apply to their jobs and reporting any suspected violations of law, this Code or Plati's policy.

Those who violate the standards in this Code will be subject to disciplinary action, including possible termination of business relationships. Last but not least, violations of this Code may also be violations of the law and may result in civil or criminal penalties.

Dr. Lennart Schley

(CEO Plati Group)



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