

Work Instruction ID	RSM-04-01-4
Work Instruction Title	Dymotek Supplier Code of Conduct

DYMOTEK SUPPLIER CODE OF CONDUCT

Dymotek is committed to conducting business in an ethical, legal and socially responsible manner. The strength of Dymotek’s business and reputation is based not solely upon its conduct, but also on the behavior of those with whom Dymotek conducts its business. Dymotek’s supply chain is a critical part of the company and plays an important role in its ongoing success. For this reason, Dymotek aspires to work with suppliers who share its core beliefs and values.

Dymotek’s Core Values and Business Practices are summarized in our Dymotegrity Values Statement and our Mission/Vision statement:

Dymotek Values Statement: Our Company’s Ethical Cornerstone is the Foundation of Every Relationship

Dymotek Vision/Mission: Our Technical and Service Excellence Creates World Class Customer Experiences.

This Supplier Code of Conduct (“Code”) reflects the core values, beliefs and business practices of Dymotek and has been prepared to convey to all its suppliers our expectations when conducting business with, for and on behalf of Dymotek.

This Code forms part of all agreements between Dymotek and its Suppliers. Suppliers are required to comply with this Code and to ensure that its employees and representatives understand and comply with this Code. Failure to adhere to this Code may be grounds for termination of the supplier relationship and any related agreements.

Our Supplier code of ethics can be summarized simple as “Do the right thing!”

SUPPLIER CODE OF CONDUCT

Compliance with Laws:

Suppliers must operate their businesses in full compliance with all applicable laws, codes, rules and regulations of the countries, provinces, states, regions, municipalities and territories in which they operate.

Environment, Health and Safety (EHS):

Suppliers will meet or exceed all environmental standards required by applicable laws, codes and regulations. Suppliers will maintain and provide a safe and healthy work environment for all employees, keep the work environment free from recognized hazards and ensure compliance with all applicable laws regarding working conditions, health, safety and sanitation.

Fair Labor Practices - NO CHILD LABOR:

Suppliers are prohibited from using any form of child labor whatsoever. Only workers over the age of 15 or over the legal minimum age, if higher, may be employed. Forced labor in any form is prohibited, including slave, prison, indentured or bonded labor. Wages and benefits shall meet, at a minimum, legal and industry standards. Suppliers are expected to protect the human rights of their employees and to treat them with dignity and respect. This applies to freely chosen employment, freedom of association, diversity and inclusion and fair treatment.

Anti-Conflict of Interest:

Suppliers will not solicit business from Dymotek’s customers or engage in business with our competitors using Confidential Information gained during our business relationship.

Antitrust/Competition Law:

Suppliers must not engage in any collusive bidding, price fixing or other unfair trade practices and will comply with all applicable competition/antitrust laws and other laws intended to promote free and fair competition.



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Confidentiality & Security:

Product and business information, know-how, trade secrets, technology and other confidential and proprietary information (collectively, "Confidential Information") are vital assets of Dymotek that must be protected by Suppliers. In addition to signing Dymotek's standard non-disclosure agreement, Suppliers are required to maintain and compliance by having Security system to restrict access to its facilities to employees only and a formal site visitor process.

Ethical Business Conduct:

Suppliers are expected to conduct all business transactions with integrity and fairness. Giving or receiving any kickbacks, bribes or other similar payments is prohibited.

Dymotek's Supplier Code of Conduct summary:

- Compliance with all Laws
- Environmental, Health and Safety (EHS) Practices
- Fair Labor Practices
 - No Child Labor, Discrimination or Harassment
- Anti-Conflict of Interest
- Antitrust/Competition Law
- Confidentiality & Security
- Ethical Business Conduct

Demonstration of Commitment to Compliance through signed Supplier Code of Conduct Agreement or by supplying their own Code of Conduct document for our records.

Demonstration of Compliance:

The codes set forth above are part of all agreements between Dymotek and its Suppliers. Suppliers must agree to compliance with this Code and signify it by signing. If a Supplier fails to comply with any aspect of this Code, the Supplier is expected to implement corrective actions. Dymotek reserves the right to terminate an agreement with any Supplier that cannot make evident compliance with this Code

Dymotek Corporation		Vendor Name	
Name:	[]	Name:	[]
Signature:	[]	Signature:	[]
Title:	[]	Title:	[]
Date	[]	Date	[]