



## NEPSI CODE OF CONDUCT

This Code of Conduct defines the general requirements which NEPSI places on itself while conducting business, specifically addressing the expectations for relationships with our stakeholders and with the environment. NEPSI prefers to collaborate with suppliers and customers who maintain similar operating standards.

### Legal Compliance

- to comply with the laws and regulations of the applicable legal system(s).

### Prohibition of Corruption and Bribery

- to tolerate no form of and not to engage in any form of corruption or bribery. This includes any preferential benefit provided to any government officials / agencies with the intent of influencing decisions with regards to legal matters.

### Respect for the Basic Human Rights of Employees

- to promote equal opportunities for and indiscriminate treatment of its employees regardless of skin color, race, nationality, social background, disabilities, sexual orientation, political or religious conviction, sex, or age;
- to respect the personal privacy, beliefs, and rights of each individual;
- to refuse to employ or make anyone work against his will;
- to refuse to tolerate any unacceptable treatment of employees, such as bullying, sexual harassment, or discrimination of any kind;
- to prohibit behavior including gestures, language and physical contact, that is sexual, coercive, threatening, abusive, or exploitative;
- to provide fair compensation and to guarantee the applicable national and / or state statutory minimum wage;
- to comply with the maximum number of working hours laid down in the applicable laws;

### Prohibition of Child Labor

- to employ no workers under the age of 18, or, as directed by the Student Non-Factory Employment Certificate, known as AT-18 (blue paper), no workers under the age of 15 who plan to work as permitted during vacations or after school hours.

### Health and Safety of Employees

- to take responsibility for the health and safety of its employees;
- to control hazards and take the best reasonably possible precautionary measures against accidents and occupational diseases;
- to provide training and ensure that employees are educated in health and safety issues;
- to set up or use a reasonable occupational health & safety management system.

### Environmental Protection

- to act in accordance with the applicable statutory and international standards regarding environmental protection;
- to minimize environmental pollution and make practical improvements in environmental protection;

### Supply Chain

- to use reasonable efforts to promote among its suppliers compliance with this Code of Conduct;
- to comply with the principles of nondiscrimination with regard to supplier selection and treatment;
- to demonstrate due diligence in sourcing materials from conflict-free zones.