

Supplier Code of Conduct

In addition to innovation, quality and performance, the values of ASO also include social responsibility. ASO has an obligation to all stakeholders to observe high standards of integrity and fair dealing. ASO therefore complies with applicable laws and the rules of fair competition. For our business relationships to be long-lasting and successful we expect our suppliers to act in the same way.

This is the reason why ASO has created the Supplier Code of Conduct, which is primarily based on the Convention of the International Labor Organization (ILO), the UN „Global Compact“ initiative, the OECD guidelines, §1502 of the Dodd-Frank-Act and applicable human rights.

ASO requires all suppliers to comply with applicable laws and the principles defined in this Code of Conduct.

In case of suspicion of non-compliance of the requirements in this Code of Conduct, ASO reserves the right to demand more detailed information about the circumstances and, if necessary, to perform an audit to either rule out the suspicion or take further measures. If supplier doesn't take any action to remedy the breach, ASO may restrict or terminate the business relationship.

SUPPLIER CODE OF CONDUCT

1. Business Ethics and Compliance

I. Antitrust and competition law

ASO expects its suppliers to comply with all applicable national competition and antitrust laws, and in particular to reject illegal price agreements.

II. Anti-corruption

Unlawful payments or similar benefits to influence decision-making will not be tolerated.

III. Conflicts of interests

Conflicts of interests, such as using confidential information for personal benefit, business transactions with family members or outside business activities conflicting with company interests, must be avoided.

2. Human Rights and Work Safety

I. Child labor

All suppliers are obliged to refrain any form of child labor in their companies.

A child in this context is a person younger than 15 years of age, or 14 years of age in accordance with the exceptions for developing countries as set out in Article 2.4 in the ILO Convention No. 138 on Minimum Age. If relevant national legislation has set a higher age, this age will apply.

II. Forced labor

ASO does not tolerate any form of forced labor and employment of slaves or illegal workers.

III. Working hours

It is expected that suppliers comply with local laws and regulations regarding working hours. Furthermore it is expected that suppliers' employees receive a salary complying with applicable laws.

IV. Freedom of association

ASO expects its suppliers to respect the rights of its employees to have the freedom to join an association of free choice as well as establish an association of free choice, to organize and to bargain collectively and individually in accordance with local laws and regulations. No employee should risk being harassed or retaliated against for exercising these rights.

V. Work safety

ASO works systematically with health and safety and is committed to provide a safe work environment, and expects its suppliers to do the same. All national health and work safety regulations must be observed. Therefore, measures must be taken to improve work safety, avoid occupational diseases and minimize health risks and accidents as far as possible.

3. Data protection

In order for a business to be effective and successful it needs all relevant information to reach the necessary circle of addressees. An unsystematic distribution of information could rapidly result in a blockade. Therefore, ASO employees are encouraged to carefully decide who has to be supplied with which information in order to quickly bring about the necessary decisions based on solid information, and ASO expects the same from its suppliers.

When relaying information, adequate safety standards must be respected. It is the personal responsibility of each employee to respect the degree of confidentiality when disclosing information. Particularly significant is the protection of personal data.

4. Environmental protection

Environmental protection forms an integral part of ASO's sustainable corporate culture. Therefore, all suppliers are expected to minimize potential environmental risks, to make careful use of natural resources and to strictly comply with all applicable national environmental laws and regulations.

5. Product safety and quality

I. Quality

ASO product reliability and safety determine ASO's success. Particularly the ability to adapt ASO products to the requirements of each application poses high demands on all employees who are concerned with product safety and quality. Product safety begins with the development, forms an integral part of the procurement and production process and is an essential aspect of ASO's service. The safety of ASO products is ensured through a variety of legal regulations regarding development, production, approval and distribution of the products. It is expected that ASO's suppliers meet the quality requirements generally accepted or contractually agreed in order to provide products and services that satisfy ASO's needs, provide the warranted characteristics and are safe for the intended use.

Therefore, all suppliers must be certified at least according to ISO 9001.

II. Conflict minerals

ASO adapted its reporting on conflict minerals and aims to meet the Dodd-Frank requirements, and expects its suppliers to do the same. All suppliers delivering products or components to ASO that contain conflict minerals hereby undertake not to source conflict minerals from the Republic of the Congo, the Central African Republic, South Sudan, Zambia, Angola, Tanzania, Burundi, Rwanda or Uganda.

III. REACH

All suppliers undertake to observe the EG directive 1907/2006-REACH restricting the use of hazardous chemical substances. In the event that the limit of a hazardous substance in a delivered component is exceeded, the supplier is obliged to immediately inform ASO and disclose its mitigation plan.

IV. RoHS

All suppliers also undertake to observe the directives 2002/95/EU-RoHS, 2011/65/EU-RoHS2 and 2015/863/EU (RoHS3) restricting the use of certain hazardous substances in electrical and electronic devices.

If components or products are offered that are not RoHS-compliant, the supplier is obliged to immediately inform ASO.

SUPPLIER CODE OF CONDUCT

ASO requests the authorized signatory / legal representative of your company reads through the ASO Supplier Code of Conduct and by signing below confirms you have understood, and will comply with the ASO Supplier Code of Conduct.

Place, Date

Company name

Signature

Name

Title

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