

# Android Industries, L.L.C.

## Supplier Code of Conduct

### Purpose and Scope

At Android Industries, we believe acting ethically and responsibly is not only the right thing to do, but also the right thing to do for our business. Android Industries has developed a Supplier Code of Conduct ("**Supplier Code**") to clarify our global expectations in the areas of business integrity, labor practices, associate health and safety, and environmental management.

Suppliers, vendors, contractors, consultants, agents and other providers of goods and services who do business with Android Industries entities worldwide are expected to follow this Code.

### Business Conduct Principles

Android Industries expects its suppliers to conduct business responsibly, with integrity, honesty, and transparency, and to adhere to the following principles:

- 1. Maintain awareness and comply with all applicable laws and regulations of the countries of their operation.**
- 2. Compete fairly for Android Industries' business, without paying bribes, kickbacks or giving anything of value to secure an improper advantage.**

Android Industries is committed to conducting business legally and ethically within the framework of a free enterprise system. Corrupt arrangements with customers, suppliers, government officials, or other third parties are strictly prohibited. "Corruption" generally refers to obtaining, or attempting to obtain, a personal benefit or business advantage through improper or illegal means.
- 3. Encourage a diverse workforce and provide a workplace free from discrimination, harassment or any other form of abuse.**

Android Industries' suppliers shall create a work environment in which employees and business partners feel valued and respected for their contributions. Harassment, including unwelcome verbal, visual, physical, or other conduct of any kind that creates an intimidating, offensive or hostile work environment will not be tolerated. Employment decisions must be based on qualifications, skills, performance, and experience.
- 4. Treat employees fairly, including with respect to wages, working hours and benefits.**

Android Industries suppliers shall comply with all applicable legal and regulatory requirements and will generally apply sound employee relations practices. Working hours, wages, benefits will be consistent with laws and industry standards, including those pertaining to minimum wages, overtime, other elements of compensation, and legally mandated benefits. If it is necessary for a supplier to use a labor broker, the supplier will ensure the broker employs ethical recruitment practices, complies with applicable laws, and does not withhold identity documents.
- 5. Prohibit all forms of forced or compulsory labor.**

Android Industries suppliers shall maintain and promote fundamental human rights. Employment decisions will be based on free choice and there may be no coerced or prison labor, and no use of physical punishment or threats of violence or other forms of physical, sexual, psychological or verbal abuse as a method of discipline or control.
- 6. Prohibit use of child labor.**

Android Industries suppliers shall adhere to the minimum employment age limit defined by national law or regulation and comply with relevant International Labor Organization (ILO) standards. In no instance shall a supplier allow children to perform work that exposes them to undue physical risks that can harm physical, mental, or emotional development or improperly interfere with their schooling needs.
- 7. Respect employees' right to freedom of association and collective bargaining, consistent with local laws.**

Consistent with applicable law, Android Industries suppliers shall respect employees' rights to join or refrain from joining associations and worker organizations.

**8. Provide safe and healthy working conditions.**

Android Industries suppliers shall proactively manage health and safety risks to provide an incident-free environment where occupational injuries and illnesses are prevented. Suppliers must implement management systems and controls that identify hazards and assess and control risk related to their specific industry. Also, suppliers shall provide potable drinking water and adequate restrooms; fire exits and essential fire safety equipment; emergency aid kits and access to emergency response including environmental, fire and medical.

**9. Carry out operations with care for the environment and comply with all applicable environmental laws and regulations.**

The potential environmental impacts of daily business decision-making processes should be considered along with opportunities for conservation of natural resources, recycling, source reduction and pollution control to ensure cleaner air and water and to reduce landfill wastes.

**10. Maintain accurate financial books and business records in accordance with all applicable legal and regulatory requirements and accepted accounting practices.**

**11. Support compliance with the Supplier Code by establishing appropriate management processes and cooperating with reasonable assessment processes.**

To conduct business with Android Industries, suppliers must enter into contracts and execute purchase orders that mandate compliance with the Supplier Code. Suppliers will communicate this Supplier Code of Conduct to their suppliers and subcontractors. With prior notice, Android Industries may conduct reasonable audits to verify Supplier's compliance with the Supplier Code.

**12. Observe Android Industries policies regarding gifts and entertainment and conflicts of interest when dealing with Android Industries employees.**

Android Industries suppliers are prohibited from providing or offering gifts to Android Industries Team Members that could inappropriately influence Android Industries business decisions or gain an unfair advantage.

**13. Anti-Corruption/Anti-Bribery.**

Android Industries suppliers will not tolerate corruption, bribery, embezzlement or fraud in any form. This includes giving or receiving anything of value, including money, gifts or unlawful incentives to improperly influence negotiations or any other dealings with governments and government officials, customers, or any other third parties.

**14. Ethical Behavior**

Android Industries suppliers will avoid conflicts of interest and operate honestly and ethically throughout the supply chain and in accordance with applicable law, including those laws pertaining to: anti-competitive business practices, respect for and protection of intellectual property, company and personal data, export controls and economic sanctions.

**15. Minerals Policy**

Android Industries requires suppliers to perform supply chain due diligence in the understanding of and reporting of component and manufacturing materials content.