



Code of Ethics

More than words: *Real Shared Values & Acts improving Long Term Relations*

Code of Ethics - IEC Electronique



Since 1955, the SAM IEC Electronique has been dedicated to producing elements of the highest possible quality.

What makes the SAM IEC Electronique different lies mainly in the sincerity, honesty, humanity and the fine understanding of the expectations of all its customers.

More than just a Code of Ethics, these are the intrinsic values of the Electronique SAM IEC that our customers but also our suppliers voluntarily wish to respect with us.

By signing this document our customers or suppliers undertake to do their best to comply with these rules in accordance with their applicable contractual and legislative provisions.

Suppliers and customers are committed to do their best and alert the SAM IEC Electronique if an event arises that could affect their commitments to comply with this Code of Ethics.



Humanity and higher understanding in business relationships

Humanity and sustainability in industrial relations come first and foremost through dialogue, clarity of purpose, understanding and reasonable attitudes in order to evenly share the wealth generated and ensure the quality of the products produced.

Customers and suppliers are committed to having a real human relationship with the SAM IEC Electronique in their working environment, with their business partners and therefore are committed to having a fair, justified and sincere demands. That is, demands that do not exceed what is truly economically and materially reasonable, so as not to put excessive human, material, temporal and economic pressure to guarantee long-term healthy commercial and professional relations.

Customers and suppliers are committed to understanding and foresee the expectations of their business partners in order to create synergies that benefit everyone.

Customers and suppliers are committed to understanding and respecting that the strength of a company is primarily made of the work of the men and women who work there and who therefore requires above all the utmost attention, humanity and respect.

Worker's Health and Safety

Customers and suppliers are committed to ensuring the most comfortable and humane working spaces and conditions for their employees. Customers and suppliers are committed to maintaining a safe and healthy work environment that does not harm the health and safety of their employees in strict compliance with applicable workers' health and safety laws.

Non-discrimination and harassment

Clients and suppliers agree to respect the principle of non-discrimination to make no distinction between people based on their age, gender, religious belief, political opinions, sexual orientation, family status, nationality, social or ethnic origin, health or disability status, physical and sexual gender appearance. Customers and suppliers are committed to actively promote the right reactions to have, to set an example, to prevent and punish any breach of this principle.

Clients and suppliers recognize that their employees spend the majority of their available time at work and out of respect for this, commits to establishing a work environment and a free dialogue with their employees in order to report without delay and never tolerate any harassment or pressure whether they are moral, oral or physical. A pleasant work environment also implies a healthy, visually pleasing and reasonably comfortable environment.

Respect for human rights

Customers and suppliers are committed to treating each individual with respect and dignity, respecting the fundamental rights and freedoms of human beings. Child labour must simply be outlawed, immediately stopped by all means and denounced without exception or delay even when it is recognized legal.

Customers and suppliers are committed to complying with laws and regulations prohibiting human trafficking, forced labor and slavery and publicly denouncing any contrary acts they may witness.

Social dialogue

Customers and suppliers are committed to respecting workers' rights to freedom of association and to creating a climate conducive to free social dialogue within their companies.

Conflict of Interest

Customers and suppliers are committed to actively train, audit the activities of their employees, board members, directors, shareholders, their own suppliers to prevent detect and halt any conflict of interest that may arise and create any issue to the respective professional activities.

Preventing corruption and illegal influence

Customers and suppliers are committed to conducting their business in accordance with the principle of integrity and to complying with all applicable anti-corruption laws. Whether directly or through third parties, customers and suppliers will not make any offer, promise, gift of any benefit, pecuniary or not, to a person to obtain distinctions, jobs, contracts, or any other favourable decision, or to exercise his influence to obtain such favors. In addition, customers and suppliers undertake to perform reasonable checks prior to contacting third parties to prevent and detect the risk of corruption and influence peddling.

Compliance with trade rules

Customers and suppliers are committed to complying with all applicable laws and regulations regarding export and import.

Respect for competition law

Customers and suppliers are committed to complying with free competition laws and to prohibiting themselves from anti-competitive practices. As such, they undertake to respect the principle of free pricing and to refrain from exchanging information sensitive under competition law.

Gifts and invitations

Customers and suppliers undertake to strictly supervise gifts and invitations received and offered in such a way that their value is reasonable and they cannot influence a decision. Customers and suppliers must also ensure that the offer of a gift or invitation is authorized by law and by the rules that apply to the recipient.

Fraud

Customers and suppliers undertake not to use fraud, fraud, forgery or deception to obtain any benefit, including any theft and misappropriation of property.

Relationship with the authorities

In their dealings with the administration and government authorities, customers and suppliers are committed to complying with all laws and regulations, including public procurement. Customers and suppliers also agree to prohibit the payment of facilitation payments.

Counterfeit

Customers and suppliers are committed to implementing appropriate and effective processes to minimize the risk of using counterfeit parts and equipment in their finished products.

Quality

Customers and suppliers are committed to integrating the quality of their service and products as one of the core values of their companies. The quest for perfection in terms of quality and sustainability is the pillar of longevity and financial stability of companies. Customers and suppliers are committed to helping each other together with SAM IEC Electronique to improve the quality and their respective services and products and to actively partner in this search for the best possible quality by proceeding with product returns, longevity of observed use or user's appreciations.

Intellectual property

Customers and suppliers agree to help each other together with SAM IEC Electronique by reporting any suspected infringement of intellectual property rights belonging to any of them they may witness.

Confidentiality and Proprietary Information

Customers and suppliers engage individually and collectively to protect each other's proprietary information by keeping any information or document's exchange strictly confidential. The use of any proprietary information foreign to the initial purpose of the business relation, including own marketing, is forbidden unless specifically

authorized by the owner of the proprietary information. Training, internal audits and updated procedures must be regularly practiced in order to meet the most optimal conditions to preserve the confidentiality of any proprietary information. On request special or general non-disclosure agreements are available at any time to precise any special protection needed. In the event an authorized disclosure has been observed an immediate and precise communication should be performed with the owner of the proprietary information as well as an action to cease this disclosure.

Respect for the environment

More than a wish: a basic essential obligation for our planet, therefore customers and suppliers are committed to complying with the environmental regulations in force but also to implementing additional necessary actions in order to really and substantially reduce their impact on the environment and this at all levels of their companies.

Conflict minerals

Customers and suppliers are committed to putting in place a real and active approach to gradually trace minerals from conflict zones, particularly from the Democratic Republic of Congo, and to ensure that they are no longer incorporated into the products delivered to customers in the future and to share these progress and actions with IEC.

Signing of the authorized representative of the customer or supplier

Name:

Name:

Title:

Date:

Company's stamp



Signature