

Supplier Code of Conduct

LETTER FROM ELTWIN GROUP'S MANAGEMENT

Dear Supplier

ELTWIN GROUP is pleased to present to you our Supplier Code of Conduct. This document outlines our clear expectations for how we expect our suppliers to conduct business with ELTWIN GROUP. The development of this Supplier Code is an important step for our supply chain.

Please review this Supplier Code of Conduct in detail. All ELTWIN GROUP suppliers are expected to adhere to the Supplier Code of Conduct. This Supplier Code of Conduct is designed to support ELTWIN GROUP's process for identifying suppliers that demonstrate a firm commitment to safety, ethics, the environment and continuous improvement. We strive to utilize only those suppliers who can adhere to the Supplier Code of Conduct and who can provide us with world class goods and services with the lowest total cost, best OTD (on time delivery), shortest lead time, zero failure, and a high level of customer responsiveness.

This Supplier Code of Conduct clearly outlines ELTWIN GROUP's expectations concerning the supplier relationship. We are committed to providing a solid basis for our relationship built on the principles of law, fairness and efficiency. As such, ELTWIN GROUP expects suppliers to follow the code of conduct based on adherence to all applicable laws and regulations with respect to conducting business. These expectations must also be followed by our suppliers' employees and they should be communicate to you sub-tier suppliers.

ELTWIN GROUP adheres to the principles of this Code and expects the same of its suppliers. ELTWIN GROUP recognizes the Universal Declaration of Human Rights (1948) and the core labour conventions of the International Labor Organization and we expect our suppliers to share our commitment.

This means:

- All suppliers must provide a safe and healthy working environment for all employees.
- Employees must have freedom of association and the right to collective bargaining consistent with applicable local laws.
- Suppliers should refrain from all forms of forced labour.
- Working time shall not exceed the legal limit.
- Suppliers should refrain from using child workers as part of their normal workforce (below 15, or 14 years in countries with ILO exemption).
- Suppliers should refrain from discrimination.
- Suppliers should support a precautionary approach to environmental challenges and work actively to reduce environmental impact.
- ELTWIN GROUP does not accept bribery and corruption and expects its suppliers to refrain from corrupt practices.

If this Code conflicts with national law, the local law will always be followed.

Compliance:

- ELTWIN GROUP reserves the right to monitor suppliers to ensure compliance with the ELTWIN GROUP Code of Conduct.
- ELTWIN GROUP is willing to engage in dialogue with the supplier to develop a corrective action plan, with appropriate improvements and time for implementation.
- If improvements do not progress ELTWIN GROUP reserves the right to terminate the contract.

If the supplier does not comply with this Code of Conduct, ELTWIN GROUP requires that the supplier implement a corrective action plan to cure the non-compliance within a specified time period.

This is to certify that I have fully read the Supplier Code of Conduct. Having fully read and understood the completed requirement of the Supplier Code of Conduct, I hereby commit myself and my company to serve this Code of Conduct and to fully comply with all of its principles. I also certify that I am authorized by my company to sign and accept this document on its behalf.

Supplier: _____

Address: _____

Representative: _____

Signature: _____

Date: _____