

Supplier Code of Conduct

To meet social responsibilities, suppliers are expected to conduct their business in an ethical manner and to act with integrity.

1. Suppliers are expected not to practice or tolerate any form of corruption, extortion or embezzlement.
2. Suppliers will not offer or accept bribes or other unlawful incentives to/from their business partners. Suppliers are expected not to offer to **MAINSTREAM MEASUREMENTS LIMITED** employees' gifts or any other kind of personal benefit resulting from the relationships with the suppliers.
3. Suppliers will conduct their business in line with fair competition and in accordance with all applicable anti-trust laws. Privacy & Intellectual Property
4. Suppliers will safeguard and make only appropriate use of confidential information and ensure that all employees' and business partners' privacy and valid intellectual property rights are protected.
5. Suppliers should avoid any sort of child labour in their business operations consistent with the ILO's2 (International Labour Organization) core labour standards and the United Nations Global Compact principles.

6. **MAINSTREAM MEASUREMENTS LIMITED** does not tolerate slavery, servitude and forced or compulsory labour and human trafficking in our supply chain. Bonded, indentured or involuntary prison labour is not accepted as well.
7. Equal treatment of all employees will be a fundamental principle of the supplier's corporate policy. Typical discriminatory treatment takes into consideration – consciously or unconsciously – irrelevant characteristics of an employee such as race, national origin, gender, age, physical characteristics, social origin, disability, union membership, religion, family status, pregnancy, sexual orientation, gender identity, gender expression or any unlawful criterion under applicable law.
8. Suppliers will ensure that their employees are not harassed in any way and will provide their employees with a workplace free of harsh and inhumane treatment, without any sexual harassment, sexual abuse, corporal punishment or torture, mental or physical coercion or verbal abuse of employees, or the threat of any such treatment.
9. Suppliers will engage in the development and use of climate-friendly products and processes to reduce power consumption and greenhouse gas emissions.
10. Suppliers will comply with all applicable laws, regulations, contractual agreements and generally recognized standards.

11. Suppliers are expected to implement mechanisms to identify, determine and manage risks in all areas addressed by this Supplier Code of Conduct and with respect to all applicable legal requirements.

12. Suppliers are expected to develop adequate documentation to demonstrate that they share the principles and values expressed in this Supplier Code of Conduct.

13. Suppliers will establish appropriate training measures to allow their managers and employees to gain an appropriate level of knowledge and understanding of the contents of this Supplier Code of Conduct, the applicable laws and regulations and generally recognized standards.
Continuous Improvement