

01-MN-202-401e Supplier Code of Conduct VIA Optronics

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BETWEEN

VIA OPTRONICS GMBH (“VIA”)

AND

[SUPPLIER] (“SUPPLIER”)

01-MN-202-401e Supplier Code of Conduct VIA Optronics

This VIA Supplier Code of Conduct (“Code of Conduct”) applies to all suppliers that provide products or services to VIA Optronics GmbH, and its affiliates, divisions or subsidiaries (collectively, “VIA”). VIA requires its suppliers and their respective employees and subcontractors to comply fully with this Code of Conduct as a condition of doing business with VIA. Suppliers must be familiar with the business practices of their sub-suppliers and subcontractors and ensure that such sub-suppliers and subcontractors adhere to this Code of Conduct. Suppliers must communicate the requirements of this Code of Conduct to their respective employees, sub-suppliers and subcontractors. VIA may discontinue its relationship with suppliers who fail to comply with this Code of Conduct in any respect.

GENERAL COMPLIANCE WITH LAWS

VIA suppliers must comply with all VIA policies and all the applicable laws, rules, and regulations of the relevant countries and locations in which they operate.

DISCRIMINATION AND EQUAL OPPORTUNITY

A supplier must always comply with all applicable laws, rules and regulations concerning discrimination and equal opportunity in hiring and employment practices.

EMPLOYMENT PRACTICES

As a part of their employment practices, VIA suppliers must verify that all of their employees have the legal right to work in the relevant country and must ensure that all mandatory documents, such as work permits, are obtained. VIA suppliers must support diversity and equal opportunity in their workplaces and must prohibit discrimination based on race, color, gender, nationality, age, disability, union membership, maternity, sexual orientation, or marital status.

FORCED AND CHILD LABOR.

A supplier must never use forced or involuntary labor and must always comply with all applicable child labor laws, rules and regulations and use only workers who meet minimum age requirements in the locations in which it operates.

WAGES AND WORKING HOURS.

A supplier must always comply with all applicable laws, rules and regulations regarding wages and working hours in the locations in which it operates, including, but not limited to, all applicable laws, rules and regulations relating to time off and overtime pay.

ENVIRONMENT.

A supplier must always comply with all applicable environmental laws, rules and regulations and endeavor to conduct its operations in a way that preserves and protects the environment.

HEALTH AND SAFETY.

A supplier must always comply with all applicable health and safety laws, rules and regulations and provide a healthy and safe working environment that promotes accident prevention and minimizes exposure to health and safety risks.

CONFIDENTIAL INFORMATION.

It is expected that a supplier will always take reasonable precautions to preserve and protect confidential information and will never make or permit any unauthorized disclosure or use of confidential information that it may receive or obtain or to which it may be given access in connection with its relationship with VIA, whether the information relates to VIA, any of its customers or other suppliers, a potential acquisition or disposition, or otherwise.

SECURITIES LAWS AND INSIDER TRADING.

A supplier must always comply with all applicable securities and insider trading laws, rules and regulations and must never use any non-public information that the supplier may receive or obtain in connection with its

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relationship with VIA. The regulation applies, whether the information relates to VIA, any of its customers or other suppliers, a potential acquisition or disposition, or otherwise, to buy or sell stock or other securities of VIA or any other entity.

INTELLECTUAL PROPERTY.

It is expected that a supplier will always honor and respect proprietary designs and drawings, patents, and other intellectual property rights and will never make or permit any unauthorized use of proprietary designs or drawings, patents or other intellectual property that it may receive or obtain or be licensed or otherwise be permitted to use in connection with its relationship with VIA, whether the designs or drawings, patents or other intellectual property rights belong to VIA, any of its customers or other suppliers, or otherwise.

BRIBES AND OTHER IMPROPER PAYMENTS.

A supplier must never directly or indirectly offer, solicit, accept, make or provide any bribe, kickback or other improper payment or thing of value in connection with any matter involving or relating to VIA or any product, service or technology it provides to VIA.

PRODUCT REGULATION

A supplier must always comply with all applicable regulations within REACH and related regulations accordingly.

By signing below, you agree that you have read the Supplier's Code and agree to abide by its terms.

Supplier Company Name: (print) _____

Company Representative Signature: _____

Company Representative Name: (print) _____

Date: (print) _____