



Preamble

PREMA Semiconductor GmbH is committed to high standards of business ethics and integrity as reflected in our Code of Conduct. PREMA expects all of its suppliers / vendors to adhere to similar good working standards and business ethics. The Supplier is expected to comply with the requirements stipulated in this PREMA Supplier Code of Conduct. In addition, PREMA and the supplier may stipulate further standards in supply agreements.

Our mission and commitment is to conduct business activities in compliance with the prevailing laws in a humane, socially responsible and sustainable way.

Compliance with International Social and Environmental Standards

Supplier shall uphold international agreements and guidelines, including the Universal Declaration of Human Rights, the conventions of the International Labor Organization (ILO) and the United Nations Global Compact.

The relevant standards are available on the United Nation's website:

www.un.org

Environmental Protection

Supplier shall help protect the environment by developing, manufacturing and distributing its products in a resource-saving manner. The ecological effects of our business activities shall be regularly monitored and assessed.

Health and Safety at the Workplace

Supplier shall be committed to offer all its employees a safe and healthy working environment and to continually improve this environment.

Equal Opportunity

In hiring and employing human resources, Supplier shall not discriminate against, disadvantage, harassment or exclude anyone based on gender, ethnic origin, life philosophy, race, religion, age, disability, appearance, sexual preferences and identity, origin or political position.

Prohibition of Forced Labor

Supplier is prohibited from using any forced, bonded or otherwise indentured labor.

Prohibition of Child Labor

Child labor and any form of exploitation of children by suppliers/vendors are prohibited. Suppliers shall respect the special need to protect young employees.

Remuneration

The remuneration paid for regular working hours, overtime and compensation for hours worked in excess of contract or regular work schedules shall meet the legal minimum wage and/or industry standards. Remuneration may not be withheld illegally or as a means of punishment. Remuneration shall be paid in accordance with the laws in force.

The Right to Collective Bargaining and Freedom of Association

Suppliers shall respect the right of all employees to form and join unions and worker representative groups. Supplier's employees who are union members or of worker representative groups shall neither be treated preferentially nor be disadvantaged.

General Rules of Conduct

Compliance with Laws and Statutes

We hold the compliance with laws and statutes to be self-evident. Accordingly, PREMA always expects its suppliers/vendors to adhere to the terms and conditions of the legal framework of the countries in which they operate.

Fair Competition

In line with fair competition, suppliers/vendors shall observe and uphold all applicable anti-trust laws - which include, but are not limited to a ban on price fixing, market share and capacity agreements, the division of regional markets or customers and controlled pricing.

Dealing with Conflicts of Interest

Suppliers shall not influence PREMA's employees in their awarding of contracts by offering perks.