

## Code of conduct

### Why this Code of Conduct?

J.A. Printed Circuits Company, or JAPCC, has employees in the Netherlands, Germany and China. Our team's efforts lead to satisfied customers in an international environment, with Europe, especially Germany, being one of our most important markets.

This Code of Conduct has been drawn up to promote long-term, pleasant interaction between our customers and our employees. The Code of Conduct describes how we intend to interact with each other, with each other's personal data, products and property. Examples include respect for cultural differences and the environment, but also the security of your personal data or the confidentiality that must be observed with regard to your product / customer specifications.

Everyone is expected to accept and respect the Code of Conduct, irrespective of their role in the chain. Whether you are an employee or a supplier, everyone must conform to what is described. All suppliers are responsible for ensuring that their own sub-contractors and employees adhere to the Code of Conduct described.

### Country-specific laws and regulations, rules and standards

All employees and suppliers are expected to adhere to the relevant laws, regulations and standards in the country where they operate. These include:

1) No forced labour

All employees are free to terminate their employment in accordance with the applicable legislation and agreed conditions in the employment contract signed by both parties.

2) Terms of employment

All payments, labour conditions and working hours are fair according to national laws and standards.

3) Working age

All employees have reached the statutory minimum working age.

4) Discrimination

Everyone is treated with respect in terms of their religion, culture, country of origin, person, sexual preference and / or gender. Corporal punishment, physical or verbal abuse or other forms of intimidation or threats are unacceptable.

Employees with equal qualifications, experience and measurable performance receive equal pay for equal work.

5) Working environment

A safe, healthy working environment is a valuable asset at our own locations and that of our suppliers. This includes, among other things: the necessary security for equipment is in place and functioning and is used by an authorized operator; locations meet current fire safety and environmental requirements and employees have ready knowledge of such; toxic substances and / or chemicals are used exclusively according to national laws and regulations by well-trained and specialized employees; markings and labelling with regard to safety, including fire safety, are visible and legible.

The workplaces not only meet the requirements with regard to fire safety and other safety features. Our aim is also to have a "healthy and safe" workplace. This means that there is also particular focus on temperature, health and safety requirements and specific personal wishes as regards the vitality and long-term employability of our employees.

6) Environment

We expect our suppliers to take a proactive approach to sustainability and to therefore be careful with resources, fuel, substances and waste.

7) Corruption

We never accept any form of bribery or requests for the purpose of maintaining or gaining business contacts or other benefits.

8) Conflict-free minerals (DRC)

PCBs supplied to JAPCC and / or any of its suppliers are expected to be free of 3TGs from DRC or neighbouring countries. Suppliers are expected to send the "EICC-GeSI public mineral reporting template" to their suppliers to receive further documentation.

9) Protection of personal and product data

We consider it important to handle personal data carefully, which is why we conform to the General Data Protection Regulation (GDPR), as required by European legislation. In addition, we aim to be transparent at all times in the way we use personal data and for what purpose. Personal data is never disclosed to third parties without informing the person(s) involved, unless required by law. We are aware that local legislation may differ from the GDPR and that it may impose more stringent requirements. In such cases, the stricter law prevails.

Apart from processing your personal data, our organization and our suppliers also work with your product data / customer specifications but they are and may only be processed by authorized persons who respect their confidentiality.

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