



## S.C. A-E Electronics S.A.

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### Supplier Code of Conduct

A-E Electronics is committed to conducting its business with the highest ethical principles, fairly, impartially, ethically and in a proper manner, including in making its procurement decisions.

Our suppliers are encouraged to review and be familiar with this Supplier Code of Conduct and are expected to adopt and maintain a code of conduct consistent with the provisions of this Supplier code of Conduct.

In all of its activities related to transactions with A-E Electronics, the Supplier should comply with all applicable laws and regulations, including, but not limited to, those relating to:

- basic human rights, fair wages and non-discrimination in employment;
- workplace safety;
- environmental protection;
- fair competition and antitrust; and
- anti-corruption and anti-bribery (recognizing that A-E Electronics is subject to Romanian law as well as to both the Organization for Economic Co-operation and Development Convention on Combating Bribery of Foreign Public Officials in International Business Transactions as well as the U.S. Foreign Corrupt Practices Act).

A-E Electronics expects the Supplier:

- To self monitor its compliance with the above-mentioned standards of conduct and to promptly notify in the event of any non-compliance or suspicion of non-compliance that could affect Supplier's activities with A-E Electronics;
- To avoid any action or tentative to violate the Supplier Code of Conduct, or the Code of Business Conduct and Ethics, AEE- BE1, or the Anti-Bribery Compliance Procedure , AEE-BE2; these Codes are publicly available on the company's website : [www.aee.ro](http://www.aee.ro);
- To ask for guidance / questions which may arise in order to fully comply with the provisions of the Supplier's Conduct Code;

Compliance with these provisions is part of suppliers evaluation and certification process implemented by A-E Electronics. Only such certified suppliers are allowed to enter business relationship with A-E Electronics.