

SUPPLIER CODE OF CONDUCT

We expect our suppliers to ensure their practices are supportive of our approach. We expect to purchase goods and services that have been produced or are delivered with minimum impact on the environment and with due regard for social issues such as employment conditions and welfare. As a result, ASPIS reserves the right to refuse partnerships with suppliers that do not achieve (or are unable to provide evidence of an action plan to address) the following minimum standards for their operations, employees and supply chain, in accordance with International Labour Organization (ILO) conventions and other public sector commitments.

ASPIS Supplier Guiding Principles

Compliance with Applicable Laws and Standards

We expect our suppliers to share our commitment to respect all human rights. Suppliers to ASPIS are required to meet the following standards, at a minimum, with respect to their operations as a whole:

Laws and Regulations

Supplier will comply with all applicable local and national laws, rules, regulations and requirements in the manufacturing and distribution of our products and supplies and in the provision of services.

Child Labor

Supplier will comply with all applicable local and national child labor laws.

Forced Labor

Supplier will not use forced, bonded, prison, military or compulsory labor or any form of human trafficking.

Abuse of Labor

Supplier will comply with all applicable local and national laws on abuse of employees and will not physically abuse employees.

Freedom of Association and Collective Bargaining

Supplier will comply with all applicable local and national laws on freedom of association and collective bargaining.

Discrimination

Supplier will comply with all applicable local and national discrimination laws.

Wages and Benefits

Supplier will comply with all applicable local and national wages and benefits laws.

Work Hours & Overtime

Supplier will comply with all applicable local and national work hours and overtime laws.

Health & Safety

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Supplier will comply with all applicable local and national health and safety laws.

Environment

Supplier will comply with all applicable local and national environmental laws.

Business Integrity

Supplier will comply with all applicable local and national laws and will not use bribes or fraudulent practices

Demonstration of Compliance

Supplier must be able to demonstrate compliance with the Supplier Guiding Principles at the request and satisfaction of our company.

If the eight Core Conventions of the International Labor Organization establish higher standards than local law, the ILO standards need to be met by the supplier. These minimum requirements are a part of our company's supplier assessment procedure and we expect our suppliers to develop and implement appropriate internal business processes to ensure compliance with the Supplier Guiding Principles.

If a supplier fails to uphold any aspect of the SGP requirements, the supplier is expected to implement corrective actions. The Company reserves the right to terminate an agreement with any supplier that cannot demonstrate that they are upholding the SGP requirements.