

# Melexis

INNOVATION WITH HEART



## Supplier Code of Conduct



**As Melexis, we innovate to make our planet a better place. We care for our people and your people. We sense your needs and drive your future. We engineer globally with an inclusive mindset. Our promise is results. That's what we call: innovation with heart.**

**We empower engineers to turn their ideas into applications that support the best imaginable future; one that is safe, efficient and sustainable.**

This supplier code of conduct (hereinafter referred to as "Supplier Code of Conduct") lists the requirements with respect to sustainability, commitments in the work environment, commitments in doing business and requirements with respect to information, in line with the Melexis' guiding principles.

We expect all our suppliers, contractors and subcontractors (hereinafter referred to as "Business Partners") to comply with these requirements. This Supplier Code of Conduct will be an integral part of the business contracts, and is a prerequisite for Business Partners to be selected to do business with Melexis.

Each of our Business Partners shall comply with all laws and regulations applicable to the manufacture, sale and supply of services, products, materials, tools and equipment and to our finished semiconductor products. Furthermore, each of our Business Partners shall adhere to the principles of the UN Global Compact.

Should any criteria in the Supplier Code of Conduct be in conflict with national or local laws or regulations in any country or territory, the Business Partner must notify Melexis immediately, before signing this document. Melexis' requirements may go beyond the requirements set out in current law.

If violations under the Supplier Code of Conduct are detected, Melexis reserves the right to review the business relationship. The Business Partner will be informed about such violation and immediately requested to cure such violation.

Melexis requires their Business Partners to maintain adequate documentation to demonstrate their full compliance with the above-mentioned requirements. As a condition of doing business with Melexis, Business Partners and their subcontractors must authorize Melexis and its designated agents (including third parties) to perform announced and relevant audits.

## **Business Partner relationships**

Melexis wants to establish and maintain fair and jointly challenging relationships with reliable Business Partners who apply the Melexis' standards, who contribute to its goals and integrity commitments. Melexis consistently evaluates Business Partners' relationships with the goal to improve continuously in all areas.

## Sustainability

### Shared Principle of Sustainability

Business Partners are committed to environmental responsibility that leads to sustainability – a practice or process that meets today’s needs without compromising the ability of future generations to meet their own needs. Business Partners believe that this focus will benefit society, future generations and each of us as individuals, as well as contribute to their and Melexis’ competitive advantage in the global marketplace.

### Global automotive Sustainability Principles

The Global Automotive Sustainability Guiding Principles outline the expectations of automotive companies towards Business Partners on issues related to sustainability. Based on the Principles, the Global Automotive Sustainability Practical Guidance outlines a practical explanation of what the automotive companies mean for each expectation and examples of how to comply with the expectations.

## Commitments in the Work Environment

### Human Rights

Business Partners must respect all basic human rights such as stipulated in a.o. ‘ILO International Labor Standards, UN Universal Declaration of Human Rights and OECD Guidelines for Multinational Enterprises. Business Partners recognize that human rights are crucial and universal and shall those rights in all of their activities. Specifically, Business Partners should not tolerate, engage in and/or support the use of forced and/or child labor, modern slavery or human trafficking.

### Non-Discrimination & Harassment

Business Partners shall not tolerate discrimination or harassment on the grounds of race, color, gender, religion, origin, civil status, family circumstances, feelings or sexual orientation, disability or age. They must support equal opportunities, fairness and diversity and ensure that all employees are treated according to their abilities and qualifications in any employment decisions.

### Health and Safety

Business Partners promote safe and healthy work environments for all employees and Melexis’ expects this commitment to continually improve.

### Impact on indigenous people and local communities

Business Partners shall ensure that its operations do not affect the rights of indigenous people and will make efforts to minimize any potential significant impact of its operations on local communities.

## Freedom of association

Business Partners need to respect the right of employees to associate, organize and bargain collectively in a lawful and peaceful manner, without penalty or interference. In all cases, the rights of employees to open communication, direct engagement, and human and equitable treatment must be respected.

## Fair remuneration and working hours

Business Partners will comply, at the very minimum, with all applicable wage and working hour laws and regulations, including those relating to minimum wages, overtime, maximum hours, piece rates and other elements of compensation, as well as provide legally mandated benefits. They must ensure an existence worthy of human dignity at all times.

## Commitments in Doing Business

### Compliance with law

Business Partners undertake to comply with all applicable laws and regulations when conducting business. Compliance also extends to adherence to trade sanctions, industry codes and to the Melexis' values. Melexis will not aid in or tolerate a breach of law by any of its Business Partners.

### Product safety

Melexis products are integral parts of many critical systems in automobiles and industrial or commercial products. Melexis therefore attaches particular importance to constantly controlling and improving the quality of our products. Their proper functioning and reliable operation are the responsibility of all of our Business Partners.

### Conflict minerals

Our Business Partners and their next tier suppliers supports industry-wide efforts to identify, reduce and eliminate the use of conflict minerals. Business Partners ensure to comply with all applicable laws and regulations related to conflict minerals. Business Partners shall adopt 'responsible sourcing' and must fulfill their due diligence on mineral supply chains according to both international as well as local regulations and recommendations. Melexis requests that all Business Partners avoid selling parts, components or materials to Melexis that Business Partners either know or suspect might contain conflict minerals. Business Partners are expected to establish their own conflict minerals policies, due diligence frameworks and management systems.

### Environment

Business Partners undertake to comply with all environmental laws and regulations. Business Partners are committed to being environmentally responsible corporate citizen. Business Partners

consider the effects of their activities on the environment and undertake to limit the burdens they place on the environment.

## Environmental responsible Product & Process

Melexis develops and offers products that help contribute to improved safety, raise efficiency, support sustainability and reduced emissions. Business Partners assure that their products and processes will provide the maximum benefit and least damage to the environment. Melexis expects Business Partners to:

- Contribute to improve health & safety of their stakeholders
- Enhance process efficiency and reduced emissions
- Evaluate & minimize the complete-life cycle environmental impact of products and processes
- Minimize waste generation
- Prevent air-, water- or ground pollution
- Tread Hazardous substances such as chemicals, waste and other materials posing a hazard to humans or the environment following applicable laws and regulations.
- Lead in the conversion to environmentally friendly materials including the use of recycled and recyclable materials
- Maximize the efficient use of resources such as water, energy, ...
- Obtain energy from renewable sources and/or lower impact resources wherever practical to reduce greenhouse gasses
- Strive for environmental leadership
- Undertake initiatives to promote greater environmental responsibility and encourage development and diffusion of knowledge towards their business partners.

## Animal welfare and animal testing

If applicable to their business, business partners must comply with all laws, statutes, and regulations applicable relating to animal testing and animal welfare.

## Financial and non-financial accounting and reporting

Diligent record-keeping protects Business Partners reputation and justifies the trust put in Business Partners by their stakeholders. Business Partners ensure that any data, information or records which are created, are true and fair. Business Partners recognize their obligation to the business, investors, clients and candidates to ensure that their reports on business performance are open, honest and accurate.

Business Partners comply with applicable laws and international accounting standards and ensure that the information Business Partners supply to auditors and stakeholders provides a true and fair view of their financial situation.

## Fair Competition

Business Partners conduct their activities in a fair and competitive manner, thereby carefully complying with competition laws. Melexis expect our Business Partners to communicate in an

open, respectful and prudent manner. Business Partners must not engage in any price discussions with competitors, in particular any discussions that might be construed as to prevent fair and open competition.

## **Bribery and Corruption**

Business Partners must at all times avoid every impression of corruption. Business Partners will not pay or offer to pay bribes or illicit payments to government officials, candidates, or other parties, in order to obtain or retain business or to influence decisions. Business Partners will not assist others in profiting from opportunities that are discovered through their affiliation with Business Partners and which should normally be served by Business Partners.

## **Conflicts of interest and gifts**

Business Partners must avoid any activity that leads to, or may lead to, a conflict of interest. Business Partners will not use their positions to obtain direct or indirect personal benefits. Business Partners shall exercise fair, objective and impartial judgment in all business dealings, placing the interests of Business Partners over any personal interests in matters relating to the business.

Conflicts of interest include, but are not limited to, acceptance and giving of personal gifts or hospitality to or from Business Partners' stakeholders, other than gifts of modest nominal value or reasonable hospitality given in the ordinary course of business.

Business Partners shall not have any personal relationship with a customer, supplier or any competitor, in which their personal interest conflicts or might appear to conflict with that of their company. In case of such a personal relationship, their management must be informed to avoid any conflict of interest.

## **Speak Up**

Business Partners are encouraged to speak up. Melexis expect the cooperation of its Business Partners in ensuring ethical business behavior. At any time, violations can be reported in a confidential and anonymous way via our Melexis Speak Up application <https://melexis.integrity.complylog.com/>.

## **Information**

### **Confidential information and intellectual property**

Business Partners take precautions to safeguard both their own confidential information as well as the confidential information of their customers, suppliers and other third parties.

Business Partners respect the intellectual property of third parties and use it only with the explicit permission of said third party and/or where legally permitted.

Melexis' Business Partners must take precautions to guard Melexis' confidential information from disclosure to any third parties. Confidential information is any information other than general business knowledge and general work experience that becomes known to the Business Partners in connection with the performance of their work.

The Melexis' intellectual property is at the core of Melexis' commercial success. Protecting Melexis' intellectual property rights, such as patents and brand names, as well as Melexis' technical knowhow is therefore a primary obligation of all our Business Partners.

### Privacy and Data protection

Business Partners are committed to respecting data privacy and have developed principles that must be consistently applied when processing personal data. Business Partners have an important duty to respect this information, ensure that it is protected and handled responsibly and only used for the purposes for which it is provided. More information is available in the privacy policy on the Melexis' website (<https://www.melexis.com/en/legal/privacy-policy>). Business Partners aim to adhere to all legal obligations when processing personal data.

Accepted and Agreed to on behalf of

Full company name: .....

has read and understood this 'Melexis Supplier Code of Conduct' and fully complies with all criteria and requirements in this document.

I acknowledge that I am authorized to bind this company to the terms of the Melexis Supplier Code of Conduct.

Name	Function	Date, Place & Signature
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