



Melexis Supplier Code of Conduct



Contents

Contents	1
Commitments in the workplace	2
Health and Safety	2
Inclusive, just and favorable work conditions	2
Commitments in doing business	3
Compliance with law	3
Environmental sustainability	3
Human and labor rights	4
Responsible Sourcing of Materials	4
Product safety	5
Financial and non-financial accounting and reporting	5
Confidential information and intellectual property	5
Privacy and data protection	6
Commitments to integrity	6
Conflicts of interest and gifts	6
Anti-bribery and anti-corruption	6
Insider trading	7
Competition and antitrust	7
Supply Chain Sustainability	7
Compliance with this Supplier Code of Conduct	7
Speak Up	7
Compliance	7

As Melexis, we innovate with heart for the good of the planet and the good of the people. We empower engineers to turn ideas into applications that support a safe, efficient, and sustainable future.

This Supplier Code of Conduct defines the requirements for sustainability and business ethics, in line with Melexis guiding principles and the [UN Global Compact](#). We expect our suppliers and subcontractors (hereinafter referred to as “Business Partners”) to carefully read and adhere to all principles in this Supplier Code of Conduct. It forms an integral part of any business contract you have with Melexis and is a prerequisite for doing business with Melexis.

If any provision of this Code conflicts with national or local law, or regulations in any country or territory, the most stringent requirement must be followed.

Commitments in the workplace

Health and Safety

Melexis expects Business Partners to provide safe and healthy working conditions to all people working on their sites or representing them, which should at least include:

- Risk assessment, preventive actions, emergency plans, inspections and audits,
- Actions to address stress and psychological wellbeing in the workplace, such as but not limited to actions described in the section “Inclusive, just and favorable working conditions”,
- Actions to prevent and control hazardous substance or noise exposure,
- Training of employees on health and safety risks and good working practices,
- Complaints procedure for employees to report on occupational health and safety incidents, risks, and concerns,
- Prohibition of the use of alcohol and drugs while working or attending business-related activities,
- Access to fully operational Water, Sanitation and Hygiene (WASH) facilities.

Inclusive, just and favorable work conditions

Melexis recognizes Diversity, Equity, and Inclusion as cornerstones of innovation and business resilience, anchored in our "We care" value. We expect our Business Partners to:

- Focus intentionally on building an inclusive culture where every voice is heard and unconscious biases are actively addressed,
- Foster a safe workplace with a strict prohibition of discrimination, violence, and harassment based on any protected characteristic,
- Ensure equal opportunity in all aspects of employment based solely on merit, qualifications, and abilities,
- Commit to equal pay for equal work.

Commitments in doing business

Compliance with law

Melexis expects Business Partners 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.

Environmental sustainability

GHG emissions. Melexis expects Business Partners to reduce their carbon footprint across Scope 1, 2, and 3, including by means of transitioning away from fossil fuels.

Resource Management and Waste Reduction. Melexis expects Business Partners to:

- Minimize waste generation through waste reduction, reuse, and recycling,
- Promote responsible resource management by minimizing consumption of energy, and auxiliaries,
- Monitor and reduce their water consumption, and act to increase water reuse and recycling,
- Optimize the use of raw materials in their products and strive to increase the circularity of their products and operations.

Hazardous Substances and Pollution. Melexis expects Business Partners to:

- Implement stringent controls for the safe handling, storage, use, and disposal of chemicals,
- Continuously evaluate and reduce the use of hazardous substances in their processes and products,
- Ensure compliance with all applicable chemicals- and pollution-related regulations, including but not limited to RoHS and REACH,
- Prevent any form of air and water pollution.

Human and labor rights

We expect Business Partners to respect human and labor rights in all their activities, as defined in [ILO International Labor Standards](#), [UN Universal Declaration of Human Rights](#), and [OECD Guidelines for Multinational Enterprises](#).

Specifically, we expect Business Partners to:

- Not tolerate, engage in or support the use of forced labor, compulsory labor, child labor, and human trafficking,
- Ensure labor rights of all people working for them, including but not limited to the right to social dialogue through employee representatives and collective bargaining, the right to rest and reasonable working hours.

Responsible Sourcing of Materials

Melexis expects Business Partners to establish and maintain a due diligence management system consistent with the [OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas](#), ensuring their due diligence requirements extend through their supply chain to the Source or Origin.

In particular, Melexis expects Business Partners to:

- Identify the country of origin for all components and materials in the products delivered to Melexis,
- Identify potential high risks (including Red Flag Risks such as child or forced labor),

- Implement a process for risk prevention, mitigation, and resolution, including immediately notifying Melexis of any identified Red Flag Risks,
- Upon Melexis request, accurately report on the supply chain and due diligence, using the [Conflict Minerals Reporting Template](#) (CMRT) for 3TG (tin, tantalum, tungsten, and gold) and the [Extended Minerals Reporting Template](#) (EMRT) or other accepted templates for other relevant minerals such as but not limited to cobalt, copper, mica, lithium, and nickel.

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 its products, as well as to their proper functioning and reliable operation. We expect the same from our Business Partners.

Financial and non-financial accounting and reporting

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

In this regard, Melexis expects Business Partners to comply with applicable international accounting standards and ensure that the information supplied to auditors and stakeholders provides a true and fair view of their financial situation.

Confidential information and intellectual property

Melexis expects Business Partners to take precautions to safeguard both their own confidential information as well as the confidential information of their customers, suppliers and other third parties. Confidential information is any information other than general business knowledge and general work experience, and includes all classified information.

To that end, Melexis expects Business Partners to take precautions to guard any and all, including Melexis, confidential information from unauthorized disclosure to any third parties.

Additionally, we expect Business Partners to respect the intellectual property of third parties, including Melexis, and use it only with the explicit permission of said third party and/or where legally permitted.

In this regard, Business Partners acknowledge that 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

Melexis expects its Business Partners to respect the fundamental right of data privacy and to attach great importance to personal data protection. To that end, Melexis expects Business Partners to only process personal data in accordance with the applicable data protection and privacy laws.

Commitments to integrity

Conflicts of interest and gifts

Melexis expects Business Partners to avoid any activity that leads to, or may lead to, a conflict of interest. This includes the acceptance of gifts outside the ordinary course of business and gifts that would otherwise cause concerns about integrity.

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.

In addition Melexis expects Business Partners to exercise fair, objective and impartial judgment in all business dealings, requiring its personnel to place the interests of the Business Partner over any personal interests in matters relating to the business.

Finally, Melexis expects Business Partners to require its personnel to 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 the Business Partner.

Anti-bribery and anti-corruption

Melexis has a zero-tolerance policy regarding bribery and corruption, and expects Business Partners to avoid any form of bribery or corruption. To that end, Melexis expects Business Partners to not pay or offer to pay bribes, kickbacks or any other form of benefits to obtain or retain business or to influence any business decisions. Similarly, we expect Business Partners to never accept any bribes or favors in exchange for business or any other improper benefit.

To ensure these principles are respected, we expect Business Partners to have internal controls in place to prevent and detect any form of bribery and corruption.

Insider trading

If applicable, we expect Business Partners to have policies and procedures in place to prevent insider trading and to ensure the proper handling of inside information.

Competition and antitrust

Melexis expects Business Partners to conduct their activities in a fair and competitive manner, thereby carefully complying with competition laws. To that end, we expect Business Partners to not engage in any price discussions with competitors, in particular any discussions that might be construed as to prevent fair and open competition.

Supply Chain Sustainability

As part of the adherence to all principles in this Supplier Code of Conduct, Melexis expects its Business Partners to implement a supply chain due diligence.

To that end, we expect our Business Partners to establish a process to ensure that its supply chain in turn also complies with all principles set out in this Supplier Code of Conduct. The sustainability requirements to be passed on should at least cover all the topics mentioned in this Supplier Code of Conduct.

Compliance with this Supplier Code of Conduct

Speak Up

Melexis encourages Business Partners to speak up and we expect our Business Partners to provide a whistleblowing channel to its personnel in line with the applicable law.

At the same time, any violations of this Supplier Code of Conduct can be reported in a confidential and anonymous way via our [Melexis Speak Up tool](#). More information on Melexis whistleblowing channel can be found in the [Melexis Speak Up Policy](#).

Compliance

Business Partners agree to provide any relevant data and documentation to prove compliance with this Supplier Code of Conduct, upon Melexis request.

In addition to the possibility to report any violations of this Supplier Code of Conduct through Melexis' Speak Up Tool, in any event, if the Business Partner becomes aware of any non-compliance with the principles set out in this Supplier Code of Conduct, either in its own business or in its supply chain, it shall immediately inform Melexis thereof at compliance@melexis.com and take appropriate action.

If violations of 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 will be requested to promptly cure such violation and provide evidence of the steps taken in this regard.

As a condition of doing business with Melexis, Business Partners and their supply chain must authorize Melexis and its designated agents (including third parties) to perform announced and relevant audits.