

# NASCENTechnology Manufacturing Inc.    Supplier Code of Conduct

## OVERVIEW

Founded in 1987, NASCENTechnology Manufacturing is a global provider of Low Temperature Co-fired Ceramic (LTCC) transformers, high reliability wire wound transformers and associated assemblies.

### **NASCENTechnology has the Statement of Purpose:**

**“As the leading innovator in LTCC and High Reliability transformers, we develop and manufacture reliable products that provide the best long-term value to our customers.”**

### **NASCENTechnology conducts business based on these Guiding Principles:**

- All of NASCENTechnology’s dealings are bound by rock-solid integrity.
- NASCENTechnology strives to meet the highest standards for workplace safety.
- NASCENTechnology is dedicated to private ownership, planning for the long term, and reinvesting the majority of earnings back into the business.
- NASCENTechnology’s culture promotes trust, teamwork, dignity, and respect within our diverse workforce.
- NASCENTechnology continuously improves what we do and how we do it by learning, contributing ideas, and initiating change.
- NASCENTechnology selects suppliers for the long term and favors those that support our continuous improvement. All relationships are based on quality, dependability, integrity, and mutually beneficial results.
- NASCENTechnology is committed to reducing the environmental impact of our products and business activities.
- NASCENTechnology maintains strong and supportive relationships with the communities in which we work.

NASCENTechnology strives to work with suppliers of goods and services that share similar principles in the conduct of their business. We request that all of our suppliers adhere to this Supplier Code of Conduct. Breach of this code may result in termination of our business relationship.

## KEY EXPECTATIONS

### **Improper Payments**

NASCENTechnology conducts business with the highest integrity and within the bounds of the law. Bribes, kickbacks, and similar payments are strictly prohibited and are subject to criminal penalties in many countries, including the United States. Employees, suppliers, and agents acting on the behalf of NASCENTechnology are strictly prohibited from accepting such considerations under any circumstances.

### **Gratuities and Gifts**

Gratuities of any kind are never permitted. Gifts are strongly discouraged unless of nominal value for which there is no reasonable likelihood of improper influence.

### **Accuracy of Records**

Suppliers are expected to maintain true and accurate records that are not of a fraudulent nature.

### **Compensation and Working Hours**

Suppliers are expected to comply with all applicable labor laws and regulations governing employee compensation and working hours.

### **Diversity**

NASCENTechnology supports diversity and equal opportunity in employment. Unlawful discrimination in the workplace is not tolerated. Suppliers are expected to comply with all applicable federal, state, and local laws concerning discrimination in hiring and employment practices.

### **Forced Labor**

NASCENTechnology does not engage in or support the use of forced or involuntary labor. NASCENTechnology will not purchase material or services from a supplier utilizing forced or involuntary labor.

### **Child Labor**

NASCENTechnology does not engage in or support the use of child labor. Suppliers are expected to comply with all applicable child labor laws and employ only workers who meet the applicable minimum legal age requirement for their location.

### **Environment**

NASCENTechnology is committed to reducing the environmental impact of our products and business activities. Suppliers are expected to conduct their operations in a way that protects the environment. Suppliers are expected to comply with all applicable environmental laws and regulations in the countries in which they operate.

### **Health and Safety**

NASCENTechnology strives to meet the highest standards for workplace safety. Suppliers are expected to provide a safe working environment that supports accident prevention and minimizes exposure to health risks. Suppliers are expected to comply with all applicable safety and health laws and regulations in the countries in which they operate.

### **Confidential Information**

NASCENTechnology is dedicated to complying with applicable laws and regulations concerning proprietary, confidential, and personal information. Suppliers are expected to comply with all applicable laws and regulations governing the protection, use, and disclosure of NASCENTechnology's proprietary, confidential, and personal information. Suppliers are also to protect and maintain confidential information of NASCENTechnology's customers.

### **Brand and Trademarks**

NASCENTechnology requires suppliers who interact with our customers to conduct themselves at all times in ways that reinforce and strengthen the NASCENTechnology brand. Use of NASCENTechnology's brand and trademarks is not permitted without our expressed written permission.

### **Conflict of Interest**

Suppliers must disclose any potential conflict of interest to NASCENTechnology prior to entering into any business transaction.

### **Continuous Improvement**

NASCENTechnology continuously improves our overall business by learning, contributing ideas, and initiating change. NASCENTechnology recognizes that our suppliers have business relationships with other companies and industries, and encourages them to identify opportunities for improvement in our work.

### **Export Control**

NASCENTechnology adheres strictly to all U.S. Export Laws and Regulations including but not limited to the laws and regulations of the AECA (Arms Export Control Act), ITAR (International Traffic in Arms Regulations) and the EAA (Export Administration Act). These laws and regulations may require NASCENTechnology to flow-down certain requirements to suppliers.

## **Supplier Code of Conduct**

If you have any questions or comments with respect to NASCENTechnology's Supplier Code of Conduct, or to report any concerns, please contact your NASCENTechnology Procurement representative at **605-884-3554**. NASCENTechnology's Supplier Code of Conduct is available online at: **<http://www.NASCENTechnology.com>**