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| Micron Enterprises | Code of Conduct | Date | 01.09.19 |
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| Labor and Human Rights | | |
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| 1 | Child Labor | Micron Enterprises and its, suppliers shall not employ workers under the age of 18. |
| 2 | Forced Labor | Micron Enterprises and its, suppliers shall not participate in human trafficking; use forced, involuntary, or slave labor; or purchase materials or services from companies using forced, involuntary, or slave labor. |
| 3 | Hiring and Employment Practices | Micron Enterprises support diversity and equal opportunity in their work - places. Our Suppliers must also prohibit discrimination based on race, color, gender, nationality, age, disability, union membership, maternity, sexual orientation, or marital status. |
| 4 | Harassment | <p>Micron Enterprises and Suppliers must treat all workers with respect and dignity. Workers shall not be subjected to corporal punishment, physical, sexual, psychological, or verbal harassment or abuse. Suppliers may not use monetary fines to discipline employees.</p> <p>In addition, Micron Enterprises provide an environment that allows employees to raise concerns without fear of retaliation. Where it is allowed by law, suppliers should have a system that allows employees to anonymously report their concerns.</p> <p>Micron Enterprises and its Suppliers comply with the laws, rules, regulations,</p> |
| 5 | Compensation and Working Hours | <p>Micron Enterprises comply with applicable wage and hour labor laws and regulations governing employee compensation and working hours.</p> <p>Micron Enterprises conduct operations in ways that limit overtime to a level that ensures a humane and productive work environment.</p> |

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| Signature | Signature |
| Manager HR | Partner |

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| Health and Safety | | |
| 1 | Health and Safety | Micron Enterprises provides workers with a safe and healthy work environment. We take proactive measures that support accident prevention and minimize health risk exposure |
| Environment | | |
| 1 | Environment | Micron Enterprises conduct their operations in a way that minimizes the impact on natural resources and protects the environment, customers, and employees. We ensure that operations comply with all laws related to air emissions, water discharges, toxic substances, and hazardous waste disposal. |
| Ethics | | |
| 1 | Gifts and Gratuities | Micron Enterprises & its employees do not offer and take gifts. This includes gifts of nominal value. |
| 2 | Improper Payments | Bribe and similar payments are strictly prohibited. Employees, suppliers, and agents acting on behalf of Micron Enterprises are strictly prohibited from accepting such considerations under any circumstances. |
| 3 | Confidential Information | Micron Enterprises and suppliers protect Confidential information, electronic data, and intellectual property or technologies with appropriate safeguards. |

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| Manager HR | Partner |