

## Ethics Charter

NetBit is proud to adopt, support and apply, in their area of concern, all the fundamental values hereafter (Principles) in terms of Human Rights, working rules, environment, and struggle against corruption, voluntarily following the EICC (Electronic Industry Citizenship Coalition) Code of Conduct: -

- To promote, respect the International Charter of the Human Rights.
- To ensure that Human Rights principles are not violated.
- To respect the freedom of association among workers and to take into account the right to do collective bargaining.
- To prohibit, systematically, all kinds of forced labour and under-aged workers, i.e. children.
- To ensure working conditions are safe and healthy with regard to fire exits, safety equipment, clean and available rest-rooms and working hours and conditions meet or exceed the governmental standards.
- To practice an all-equal opportunity employer attitude, during hiring process and, vis-à-vis his workers, whilst on job.
- To apply a careful approach towards environmental problems.
- To undertake some initiatives in order to promote environmental aspect awareness.
- To encourage the utilisation of nature-respecting technologies during product development.
- To act against all kinds of corruption, including money extortion and bribes.

NetBit commits itself to promote the above-mentioned Principles, besides respecting them and ensuring their own Suppliers and subcontractors do respect them as well.

NetBit commits itself to respect all current international treaties with regards to the environmental protection.

NetBit is willing to communicate without any restriction, all necessary documents allowing partners to verify if NetBit's suppliers and any other second parties respect the above-stated Principles including access to any suppliers and subcontractors requested.

NetBit Electronics Ltd.

4 July 2019