

Appendix 3

Code of Conduct

CHILD LABOUR; WORKING AND SOCIAL ENVIRONMENT; AND ENVIRONMENT COMPLIANCE COMMITMENT

1. General Legal Requirements

- 1.1. Dani-tech requires that our Partner shall, in all his activities comply with all relevant local, national and international laws, regulations and provisions applicable in the country of production. Dani-tech requirements specified herein and Partner's undertakings in respect thereof may go beyond the requirements of the local, national and international laws, regulations and provisions and Partner undertakes to inform all concerned employees and sub-suppliers about the content of Dani-tech Working and Social Environment; Child Labour; and Environment Requirements politics and ensure that they comply with these terms and conditions.

2. Dani-tech Working and Social Environment Requirements

- 2.1. Partners undertake to ensure that appropriate measures are taken in order to provide a safe and healthy environment by minimising hazards at their source. in particular but not limited to, by utilising a proper design, location and maintenance of production facilities as well as production equipment in order to ensure an acceptable level of noise, appropriate lighting and ventilation as well as adequate sanitary facilities and access to clean drinking water. The production facilities shall be designed to enable evacuation in emergency situations and be equipped with first aid and personal protection equipment of appropriate kind and extent. Workers shall regularly be trained in handling emergency situations.

Partner shall prevent harmful physical or mental stress due to conditions of work and corporal punishment, unlawful discrimination, harassment or any other form of physical or psychological coercion on any employee is strictly prohibited.

Partner shall ensure that forced or bonded labour is not used in Partners or sub-suppliers operations.

- 2.4. Partner shall ensure that employees and other workers are not prevented from associating freely with any workers' association, collective bargaining association or other group of their choosing, and that at least minimum wage according to applicable legislation or local industry standard compensation is paid. Partner shall further compensate employees for overtime worked and ensure that the overtime required does not exceed applicable standards.
- 2.5. If a Partner provides housing facilities, such housing facilities shall be designed to provide reasonable privacy, quietness, appropriate lightning and ventilation as well as adequate sanitary facilities and be equipped with sufficient evacuation possibilities and basic fire fighting equipment. Employees must be provided with their own individual bed or sleeping mattress as well as private storage capacity for personal effects.

Partner may not impose restrictions on the free movement of employees during time off, other than reasonable limitations imposed for the safety and comfort of the employees.

3. Dani-tech's Child Labour Requirements

- 3.1. Partner hereby recognise the right of the Child to be protected from economic exploitation and from performing any work that is likely to be hazardous or to interfere with the Child's education or to be harmful to the Child's health or physical, mental, spiritual, moral or social development according to the United Nations Convention on the Rights of the Child Article 32.1. and to act in accordance with the best interests of the Child in all Partners activities.
- 3.2. In this appendix, the word "Child" is defined as a person younger than fifteen (15) years of age or, as an exception, fourteen (14) years of age in countries covered by article 2.4 in the International Labour Organisation Convention No. 138. Partner hereby recognise that the minimum age for admission to any type of employment or work which by its nature or the circumstances in which it is carried out is likely to jeopardise the health, safety or moral of young persons shall not be less than eighteen (18) years.

4. Dani-tech's Environment Requirements

- 4.1. Partner undertakes to identify all relevant national and international legislation concerning Partner's and any sub-supplier's operation, and communicate such information to Dani-tech upon request from Dani-tech.
- 4.2. Partner undertakes to clearly identify hazardous waste, chemicals and heavy metals and ensure that such substances are handled, stored and disposed of safely and properly in accordance with instructions from the manufacturer of such substances, as well as applicable laws and regulations. Should local legislation and/or systems for the safe disposal of the identified hazardous materials not exist, Partner ensures that such substances will not be handled, stored or disposed of in a way that may pollute the environment or constitute a health risk to employees or the community.
- 4.3. Partner undertakes to ensure that appropriate measures are taken in order to eliminate hazards at their source, in particular, but not limited to, by utilising a proper design, location and maintenance of production facilities as well as production equipment.
- 4.4. Partner shall strive to minimise its waste and emissions to air, ground and water.

5. Enforcement

- 5.1. Partner shall effectively communicate and ensure that all measures required herein are implemented accordingly, including at any sub-suppliers and including, but not limited to the importance of using correct and appropriate protection against personal injury.
- 5.2. If Partner does not implement and adhere to the requirements contained herein, this will constitute a material breach of this commitment, and Dani-tech may at its sole discretion and without any compensation to the Partner, immediately terminate all existing agreements with the Partner, and cancel any existing orders.

We hereby confirm that we have read, understood and agreed to comply with the terms of this appendix.

Date

Partner Company Name

Signature

Supplier Number

Name

Company Stamp