



Dura Policy

Title: Dura Magnetics, Inc. Code of Conduct for Suppliers

Department Code: PCMT/QA

QMS Document #: 3 0 5 5

Date of Issue: 08/07/2023

Revision Date: N/A

1. Introduction

Dura Magnetics, Inc. holds paramount the values of long-term cooperation, mutual commitment, sustainability, and social responsibility. These principles carry significant weight in every aspect of our raw material, semi-finished, and finished product procurement, as well as service acquisition. Furthermore, we request our suppliers to align with and uphold these very principles in their operations.

2. Dura Magnetics, Inc.'s commitments

Dura Magnetics, Inc. is committed to:

- Complying with the same principles as required from suppliers
- Actively cooperating with its suppliers to promote these guidelines
- Communicating transparently with its suppliers
- Providing this code in the respective national language at the supplier's request

3. Suppliers' commitments

Dura Magnetics, Inc. requires that its suppliers observe the following guidelines:

Compliance with laws

The supplier shall comply with all local, national, and international laws applicable to the supplier's business. This includes but is not limited to environmental, safety, and fair dealing laws.

Protection of human rights

The supplier shall be committed to the protection of human rights and prioritize workplace safety and proper labor rights practices. Discrimination, harassment, forced labor or inhumane treatment is not to be tolerated in regard to the supplier or related business partners.

Health and safety

The supplier shall offer a safe and healthy work environment to its employees including, but not limited to, fire protection, accidents, and sanitary facility conditions. Training and continuous improvement regarding this area is of shall be of high priority to the supplier.



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Remuneration and training

Employees of the supplier shall be paid a reasonable wage according to the legal requirements. Wages are paid on a regular basis and deductions are never to be used as a disciplinary measure.

Environmental protection

The supplier shall strive for continuous improvement of the impact on the environment within our global operations, supply chain, and company practices. The supplier shall value sustainability and social responsibility in the highest regard.

High integrity

The supplier shall abstain from bribery, corruption, extortion, embezzlement, and any other method to unjustly influence the public opinion, officials, and/or representatives of the supplier's business partners.

Conflicts of interest

The supplier is expected to avoid any personal, financial, or other interests which may hinder the supplier's capability or willingness to fulfill their job duties. The supplier is required to report on any circumstance, transaction, or relationship directly or indirectly involving the supplier that improperly interferes with the interests of Dura Magnetics, Inc. The supplier shall not disclose pricing information to competitors with the intention to affect competition in a manner not allowed by the applicable laws and regulations.

Accurate books and records

The supplier shall maintain complete and accurate books and records to ensure that all transactions are appropriately recorded.

Confidential and proprietary information

The supplier must only use any confidential information in a manner that is permitted within our contracts. The supplier shall protect all proprietary information and intellectual property belonging to Dura Magnetics, Inc. and is to not distribute this information to persons outside of the organization, nor shall the supplier use this information to their personal benefit or the benefit of any other person.



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Support and raising concerns

If the supplier recognizes that there is injustice or potential injustice concerning Dura Magnetics, Inc., it is the supplier's duty to be transparent with our company and work to resolve the issue.

4. Implementation and monitoring

If the standards and guidelines contained in this code are not already integrated into the supplier's existing code of conduct, they must ensure proper communication of these principles to all employees. Furthermore, Dura Magnetics, Inc. reserves the right to request the supplier to maintain suitable records as evidence of their adherence to the requirements specified in this code.

Dura Magnetics, Inc. will assess supplier compliance with this code through monitoring activities. This evaluation can be conducted using a self-assessment form or on-site inspections. Whenever deemed necessary by Dura Magnetics, Inc., an on-site audit will be arranged with the supplier in advance. The frequency and scope of these audits will be determined based on the specific business relationship and the risk associated with the production processes or services involved. All audit findings and conclusions will be treated as confidential by Dura Magnetics, Inc., and they will not be disclosed to any third parties.

5. Non-compliance for suppliers

Any non-compliance from the supplier with the provisions set forth in this code is deemed a serious violation of the contractual agreements. If the supplier fails to correct this non-compliance, Dura Magnetics, Inc. shall be entitled to terminate the cooperation after consultation with the supplier, and with immediate effect in case of emergency.

Dura Magnetics, Inc. offers a dedicated communication channel to suppliers and external stakeholders for reporting significant compliance concerns. Confidentiality is assured for all submitted reports, and we approach all concerns with utmost seriousness. Appropriate actions will be taken promptly in response to these concerns.

History:

08/07/2023 - Original