



Code of Conduct

Rev. 0

Advanced Interconnections Corp. (AIC) is committed to ethical and responsible conduct in all facets of our business. This Code of Conduct policy statement (the “Code”) is designed to meet or exceed the expectations and requirements of our diverse customers.

Management systems are in place, commensurate with the size of our business, to actively pursue the requirements set forth in this Code. Commitment to meet or exceed the elements of this Code will become part of our agreements with approved suppliers, authorized distributors, and our independent manufacturer’s representatives, with respect to the countries in which they operate.

Employees are aware of and committed to the following standards of ethics and business conduct:

1) Compliance with Laws

- a) Conduct work activities in compliance with U.S. laws and industry regulations applicable to our business.
- b) Comply with U.S. Export Control Laws and conduct imports and exports in compliance with applicable International Trade Compliance (ITC) laws and regulations.

2) Fair, Responsible, and Ethical Treatment of Employees

- a) Prohibit discrimination in employment, including hiring, compensation, promotion, or discipline, on the basis of gender, gender identity, race, religion, age, disability, sexual orientation, pregnancy, marital status, nationality, covered veteran status, political opinion, union membership, social or ethnic origin, or any other status protected by U.S law.
- b) Comply with applicable laws governing working hours, compensation, and benefits including attention to maximum working hours, minimum wages, and overtime hours.
- c) Uphold the human rights of workers and internationally recognized labor standards related to freely chosen employment and young workers to prohibit the use of forced labor, trafficking in persons, and child labor.

- d) Provide a workplace free of sexual harassment, abuse, coercion, and retaliation. Respect the rights of all workers to associate freely and openly communicate ideas and concerns with management regarding working conditions and company policies and practices without fear of discrimination, reprisal, intimidation or harassment.

3) Environmental, Health, and Safety

- a) Maintain a safe and healthy workplace, compliant with U.S. laws and regulations, including environmental permits and approvals, pollution prevention, and management of hazardous substances.
- b) Provide training, awareness, and continuous improvement to minimize the risk of work-related injury and illness, and to address occupational safety, emergency preparedness, and exposure to workplace hazards, chemicals, and other agents.
- c) Commit to the restriction of specific substances in our supply chain and responsible sourcing as required by laws, regulations, or by mutual written agreement with customers.

4) Ethics

- a) Employees are held to the highest standards of ethics including transparent and accurately reported business transactions free from all forms of bribery, corruption, extortion, facilitating payments, and embezzlement.
- b) When supporting contracts with the U.S. Government, all applicable rules will be followed including competing fairly, honoring restrictions applying to U.S. Government employees (e.g., receipt of gifts), delivering products and services that conform to specifications, laws, and regulations, adhere to government accounting and pricing requirements, claim only allowable costs, and ensure the accuracy of data submitted. Any exceptions or inability to conform to specific requirements will be documented in writing prior to accepting an order.
- c) Uphold standards of fair business, competition, and advertising. Anti-competitive and deceptive practices as well as abuse of market power will not be permitted.
- d) Avoid conflicts of interest. Any conflicts or appearance of a conflict related to, but not limited to, personal relationships between employees of AIC and its approved suppliers, customers, or government agencies that may impact a business decision will be reported to the applicable companies.
- e) Respect and protect intellectual property (IP) rights of customers and others. Transfer of IP will be accompanied by a detailed, mutual nondisclosure agreement (NDA). Proprietary, confidential, and sensitive business information is safeguarded.

Any misconduct related to this Code may be reported to Human Resources.

AIC's environmental policy statements are posted online at
<http://www.advanced.com/about/quality-compliance/environmental-compliance>