

EXTRACT

from

“Supplier’s RBA (EICC) Code of Conduct Agreement”

Purpose of Agreement	<p>To provide guidelines from Delta Electronics (Thailand) Public Company Limited and its overseas subsidiaries. Code of Conduct Agreement to our suppliers to follow. All business between Delta and suppliers will: be conducted with integrity according to the guidelines, be ethical and be in accordance with the law.</p> <p>To communicate Delta requirements to facilitate the implementation of transparency, accountability, respect for human rights and fair treatment to all stakeholders.</p> <p>To comply with the latest version of the Responsible Business Alliance (RBA - formerly EICC) Code of Conduct and meet its requirements on labor, health, safety, environment, ethics and management system.</p>
Compliance With	<ul style="list-style-type: none">• Responsible Business Alliance (RBA) Code of Conduct• ISO 14001• OHSAS 18001• SA 8000• EMAS (Eco Management and Audit System)• IHRB (International Human Rights and Business) guideline• ILO (International Labour Organization) guideline• RLI (Responsible Labor Initiative) guideline• UNHCR guideline• Children Rights and Business Principles (CRBP) guideline• OECD guidelines• SAI (Social Accountability International) guideline
Scope of Application	<p>Tier 1 and tier 2 suppliers of Delta Electronics (Thailand) Public Company Limited and its overseas subsidiaries.</p>
Terms of Use	<p>Until either party gives notice of termination to the other party.</p>

Force Majeure Clause	None
Essential Information	<ul style="list-style-type: none"> • The "Supplier RBA (EICC) Code of Conduct" draws upon internationally recognized standards to advance social and environmental responsibility. Delta's suppliers are obligated, in all activities, to operate in full compliance with the laws and regulations of the countries in which they operate while upholding Delta policies concerning compliance with all applicable laws, Business Ethics, Human Rights, Health, Safety and Environment. • Delta is committed to promoting this standard to Delta's suppliers to achieve the optimum outcome. Each of our suppliers (including their subsidiaries/affiliated companies) are required to comply with the latest version of the RBA Code of Conduct. We are also encouraging suppliers to promote this standard in their own supply chain. • Business penalty actions in case of violations
Supplier Approver Requirements	<ul style="list-style-type: none"> • Company Name and company seal • Supplier's authorized person full name with title • Date of agreement completion
Delta Approval Process	<p>The company's Legal department will review all contracts in the Thai language while local operational contracts/legal documentation will be reviewed by local operative units in collaborate with Corp. Legal to support the review of Non-disclosure Agreement (NDA), sales/business related agreements, procurement agreements, IP related agreements, dispute resolution related agreements, and/or other types of agreements to be determined (which are in either English or Chinese language)</p>
Filing for Traceability	<p>By Delta Thailand's Central Procurement Committee (CPC) Secretary at CPC Department, Delta Electronics (Thailand) PCL. Headquarter</p>
Full Agreement is Available at	<ul style="list-style-type: none"> • Delta Thailand Intranet • CPC department of Delta Electronics (Thailand) PCL. Headquarter