

SUPPLIER CODE OF CONDUCT

Dynex Semiconductor Ltd is committed to ethical business practices and we hold our suppliers to the same high standards. It is Dynex Semiconductor policy to comply with all applicable laws and regulations in the countries and regions in which we operate and to conduct our business activities in an honest and ethical manner. We expect our suppliers to uphold these principals by complying with all applicable laws, respect for human rights, environmental conservation and the safety of products and services.

To clarify what we expect from our suppliers we have developed a Supplier Code of Conduct to specify what behaviours, practices and regulations we expect to see demonstrated and complied with. The code of conduct sets out the minimum standard of business behaviour expected so that suppliers act in a way that is ethical, corporately responsible and aims to ensure compliance with applicable laws and regulations.

1. Ethics

The highest standards of integrity are to be upheld in all business interactions. Suppliers shall have a zero tolerance policy to prohibit any and all forms of bribery and corruption. Suppliers must not offer gifts or favours to Dynex Semiconductor employees that maybe seen as an attempt to influence business decisions. All suppliers must conduct their business to a high ethical standard and comply with relevant legislation on bribery, corruption and prohibited business practice.

2. Responsible Sourcing of Minerals

Suppliers shall have a policy and processes in place to reasonably assure that the tantalum, tin, tungsten and gold in the products they manufacture does not directly or indirectly finance or benefit armed groups that are perpetrators of human rights abuses in the Democratic Republic of the Congo or neighbouring countries. Suppliers shall exercise due diligence on the source of these minerals and make their due diligence measures available to Dynex on request.

3. Health, Safety and Environment

Suppliers will make proper provision for the health, safety and welfare of their people, visitors and contractors and those in the community who may be affected by their activities. A safe working environment should be provided and best occupational health and safety practice promoted.

Suppliers will care for the environment through a commitment to good environmental practices. They are expected to implement an appropriate environmental management system comparable with the requirements of ISO 14001 and are encouraged to gain third party certification.

Supplier's commitment to health, safety and environmental responsibility should also extend to them being fully compliant with the **Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH)** regulations.

Suppliers should be committed to provide Dynex with information about substances of concern in their products. They should also work with their suppliers to ensure that all preregistration requirements are met and they and their suppliers remain in full compliance with current and future EU REACH requirements.

4. Employment Standards

As a minimum, Dynex Semiconductor expects suppliers to comply with all national regulations on pay and benefits. These should be sufficient to meet basic needs of workers and their families. Suppliers are also expected to observe the legislation in each country regarding collective representation.

Suppliers are expected to comply with national regulations on working hours.

Employees should have annual leave provision and be permitted at least one non-working day per seven days on average.

Suppliers must not use any form of forced, involuntary or child labour.

Suppliers must comply with all child labour laws and should not employ anyone under the age of 15, or where it is higher, the mandatory school leaving age in the local country.

Suppliers should provide equality of opportunity and treatment regardless of race, colour, gender, religion, nationality, sexual orientation, age or disability.

Suppliers should refrain from any form of discrimination or intimidation towards employees including all forms or threats of physical and psychological abuse.

5. Proprietary Information

Any information received by Suppliers through business dealings with Dynex Semiconductor must be kept confidential and never used for personal gain. This includes both commercial and technical information. Appropriate non-disclosure agreements are and will continue to be used to formalise the process of protecting proprietary information.

6. Supplier Selection

Suppliers should communicate these values throughout their own supply chain and then incorporate them as part of routine improvement initiatives.