

Business Partners Policy

Purpose of this policy

This policy applies to all Dialight's business partners, including sales agents or representatives, consultants, distributors, suppliers, sub-contractors, and joint venture companies. It outlines the business standards required from our business partners.

General expectations

We require our business partners to:

- Adopt the principles and standards that Dialight itself commits to adhere to, as set out in our statement "How Dialight Does Business", which is also available on our website;
- Implement and maintain effective policies, systems and controls to counter (1) bribery and corruption; (2) tax evasion and the facilitation of tax evasion; (3) the sale or supply of goods to individuals or organisation subject to economic, financial or trade sanctions and embargoes as advised from time-to-time by the relevant governmental authorities of the United States and the United Kingdom; and (4) acts of modern slavery and human trafficking from occurring within its business and its supply chain;
- Operate a safe working environment in accordance with all laws and regulations, including the Universal Declaration of Human Rights and the International Labour Organization's Core Conventions;
- Adopt and implement a whistle-blower programme;
- Commit to place the health, safety and security of employees and others who could be affected by their activities at the heart of their operations by implementing robust policies and procedures;
- Maintain disaster recovery and business continuity plans and relevant insurance cover;
- Implement and maintain a clear environmental policy which commits to reducing the effect of their operations on the environment; and
- Reduce any negative impact they may have on the environment and communities in which they do business where possible.

Supplier expectations

In addition to the above, we require our suppliers of certain parts and materials to comply with the various laws and regulations designed to ensure that certain regulated or hazardous substances are not present in such parts and materials. Such laws and regulations include, without limitation, the Waste Electrical and Electronic Equipment Directive 2012/19/EU, the Restriction of the Use of Certain Hazardous Substances in Electrical and Electronic Equipment Directive 2011/65/EU and the Registration, Evaluation, Authorisation and Restriction of Chemicals Regulation 1907/2006.

We also encourage our suppliers to meet the Electronic Industry Code of Conduct standards. These standards ensure that working conditions in our supply chain are safe and that workers are treated with respect and dignity and that business is operated responsibly.

On-going monitoring

From time to time we may require our business partners to confirm in writing that they have complied with the above expectations and any applicable laws. Failure to submit confirmation when requested may result in termination of the business relationship.

Dialight reserves the right to visit and audit its business partners upon advance reasonable notice during normal business hours. Where relevant, Dialight shall work with business partners to improve their processes and procedures as it thinks fit and will require business partners to actively engage in and implement the same.