

OEM FABRICATORS, INC.

This code of conduct defines the basic requirements OEM Fabricator's Inc. places on its vendors, suppliers, and third party intermediaries in regards to their stakeholders and the environment.

The supplier/vendor/third part intermediary, referred to as "Supplier" in the following document, must comply to the below statements.

- Conflicts of Interest:
 - o To avoid all conflicts of interests between the Supplier's interest and the interests of OEM.
- Fair Competition and Intellectual Property Rights
 - o To follow antitrust and competition laws where the Supplier does business.
 - o To respect the intellectual property rights of others.
- Confidential Information
 - o To treat all communication with OEM as confidential, including technical data, business plans, and customer information. Select vendors are required to sign a separate Non-Disclosure Agreement.
- Basic Human Rights of Team Members
 - o To protect and uphold the fundamental human rights of the Supplier's Team Members as stated in the Universal Declaration of Human Right as set forth by the United Nations including
 - To select and place Team Members and sub-suppliers on the basis of qualifications, considering reasonable accommodations, with regard to race, religion, gender, color, age, sexual orientation, and/or physical or mental disability.
 - To refuse to employ or make anyone work against his or her will.
 - To refuse to tolerate unacceptable treatment of Team Members, including mental cruelty, sexual harassment or discrimination.
 - To comply with applicable statutory minimum wages for the Supplier's specific region.
 - To comply with the applicable maximum working hours for the Supplier's specific region.
 - To recognize, as far as legally possible, the right of free association of Team Members and to neither favor nor discriminate against members of employee organizations or trade unions.
- Prohibition of Child Labor
 - o To refuse to employ workers under the age of 15, or, if a developing country with an exception of the ILO Convention 138, under the age of 14.
- Health and Safety of Team Members
 - o To take responsibility for the health and safety of its Team Members.
 - o To set up and use a reasonable occupational health and safety management system.
- Legal Compliance
 - o To comply with international trade laws and the laws of the applicable legal systems.
- Environmental Protection
 - o To operate as a good environmental steward and follow applicable statutory regulations.
 - o To actively work to efficiently use resources and reduce waste.
- Supply Chain
 - o To use reasonable efforts to promote these principles among the Supplier's supply chain.
- Conflict Minerals
 - o To take reasonable efforts to avoid the use of raw materials which indirectly or directly finance armed groups who violate human rights.
- Protection of Assets
 - o To use reasonable care for any OEM Fabricator owned asset under the care of the Supplier.
- Prohibition of Corruption and Bribery
 - o To not engage directly or indirectly in any form of bribery or corruption including offering, granting, or promising anything of value to government officials or other parties to obtain an improper advantage.

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