



Fractal Design

Supplier Code of Conduct

2021

Fractal Supplier Code of Conduct

Fractal Code of Conduct, Fractal is committed to high

Standards of Ethics, Human Rights, Health & Safety and Sustainability

Fractal has a “zero tolerance” policy when it comes to unethical business behaviour, such as corruption, child labour and health & safety. We expect all our suppliers and sub suppliers to adhere to similar standards and conduct their business ethically.

As a supplier, you must comply with all applicable laws and regulations, the requirements set out in this Fractal supplier Code of Conduct and your contractual obligations to us.

A. Human rights

As a supplier to Fractal, you shall

- Respect the personal privacy and rights of each individual
- Not tolerate human rights abuses, human trafficking and/or slavery

B. Labour Conditions

You shall ensure fair labour conditions, in particular

- Not tolerate or use child labour in any stage of your activity other than in accordance with all applicable laws and regulations
- Compensate employees fairly and follow local wage regulations and / or collective agreements
- Ensure that working hours, including overtime, do not exceed applicable legal requirements

C. Health, safety and environmental

You shall provide a safe and healthy workplace for all of your employees and shall conduct your business in an environmentally sustainable way, you will

- Hold all your employees and contractors responsible and accountable for contributing to a safe working environment
- Be committed to an environmental protection and stewardship
- Must be able to demonstrate environmentally sound manufacturing practices, to control its environmental risks and identified environmental aspects
- Must comply with all applicable laws and regulations regarding environmental legislation
- Establish appropriate organizational structures and procedure for the effective management of health, safety and environmental risk

D. Material compliance and conflict minerals

At Fractal, we are determined to comply with regulatory requirements regarding the prohibition and restriction of substances. Therefore, suppliers shall ensure that goods provided to Fractal are following

- EU Directive of restriction of Hazardous Substance (RoHS)
- Using “DRC Conflict-Free” minerals and metals
- Electronic Industry Code of Conduct (EICC)

E. Business ethics

You shall conduct your business to the highest standards of integrity and ethical manner, you will

- Conduct business in an open, honest and ethical manner
- Not offer customers and suppliers, or any representatives of such entities, any rewards or benefits in violation of either applicable laws or reasonable and generally accepted business practices

- Not participate or facilitate any kind of corruption, including fraudulent actions, bribery, facilitation payments or money laundering

F. Inspections and corrective actions

In order to ensure and demonstrate compliance with the Fractal Supplier Code of Conduct, you shall keep records of all relevant documentation, and provide to us supporting documentation upon request. To verify your compliance, we reserve the right to audit and inspect your operations and facilities, with or without support from a third party.