



**BE Semiconductor Industries N.V.**

## **Supply Chain Policy**

BE Semiconductor Industries N.V. (the “Company” or “Beside”) operates with the highest ethical standards while complying with all relevant laws, regulations and standards. We expect our suppliers to do the same.

This document outlines the standards we expect our suppliers to meet in areas such as human rights, product quality, health and safety, and the environment. We also ask these organizations to request that their own suppliers understand and promote the Beside Supply Chain Policy.

We will communicate this policy directly to all our suppliers and make it available to all interested parties via [www.beside.com](http://www.beside.com).

### **Integrity and transparency**

- The Company expects suppliers to maintain sound business operations and provide full disclosure of management policies.
- Suppliers must also produce updates on the status of their operations, such as financial statements.

### **Compliance with laws, regulations and social customs**

- Our suppliers must comply with the laws, regulations and appropriate social customs of the countries and/or regions in which they operate. This includes anti-trust laws, commercial codes, subcontractor regulations, foreign exchange laws, personal privacy laws and copyright laws.
- We prohibit bribery - the receipt of any gift, payment, consideration, financial or non-financial advantage or benefit of any kind that constitutes a corrupt and illegal practice - among our suppliers.

### **Human rights, labor rights and health and safety**

- The Company expects all suppliers to respect basic human rights and to maintain a safe, clean working environment for all employees.
- We prohibit any form of forced labor, human trafficking, inhumane treatment, child labor or discrimination.
- We encourage our suppliers to pay their employees an appropriate wage, regulate working hours and respect freedom of association.



### **Respect for the environment**

- As well as establishing their own environmental policies and procedures, we encourage our suppliers to introduce ISO 14001-based environmental management systems and promote third-party certification.
- We expect our suppliers to reduce or eliminate the use of potentially hazardous substances and procure, wherever possible, parts and materials that have the smallest environmental impacts.

### **Conflict Minerals**

- Beside is dedicated to the elimination of conflict minerals in our supply chain.
- We have developed a Conflict Minerals policy which forms an integral part of Beside's Supply Chain policy.
- The Conflict Minerals policy can be found on our website.

### **Product quality and price**

- We expect suppliers to establish a quality assurance system in accordance with the ISO 9000 series of standards so they are able to improve and maintain the quality of the products they deliver. Suppliers should also comply with the relevant safety standards of the countries and/or regions in which they operate. This includes standards such as CCC, JIS, Electrical Appliance and Material Safety Law, UL and CE Marking.
- To achieve this, and to enable Beside to provide safe, quality products to our customers, suppliers are requested to continually improve their technological capabilities.
- We expect our suppliers to provide goods and/or services at competitive prices so that we are able to price our own products competitively.

### **Maintaining supply**

- Suppliers must keep to agreed delivery commitments.
- We advise suppliers to establish systems that ensure a stable and flexible supply of goods and/or services in the event of unforeseen circumstances.

*This document will be reviewed annually and updated in accordance with best practice.*