

Panorama Antennas Ltd | Supplier Code of Conduct

Panorama Antennas is committed to high standards of business ethics as reflected in this Code of Conduct. Panorama Antennas expects all of its suppliers ("Suppliers") to adhere to similar good working standards and business ethics. The Supplier is expected to comply with the requirements set out in this Supplier Code of Conduct. In addition, Panorama Antennas and the Supplier may agree on further standards in supply agreements.

A. Human Rights

In accordance with the aforementioned ethics and standards, Panorama Antennas requests that Suppliers adhere to the following fundamental principles:

- to respect the personal dignity, privacy and rights of each individual;
- to refuse to employ or to make anyone work against his or her will; and
- to prohibit any behaviour including gestures, language and physical contact, that is sexual, coercive, threatening, abusive or exploitative.

B. Fair Labor Conditions and Child Labor

The Supplier will ensure fair labor conditions for all employees and workers. In particular, it will:

- refrain from employment discrimination based on gender, color, ethnicity, religion, disability, union membership, political affiliation or sexual orientation and furthermore it will also comply with all applicable laws on employment discrimination;
- respect the rights of employees to freely associate and bargain collectively;
- not use any forced or compulsory labour or involuntary prison labor and give all employees the choice to leave their employment freely upon reasonable notice;
- compensate employees fairly and follow local wage regulations and / or collective agreements and where these do not exist, compensate employees so they can at the least meet their basic needs; and
- recommends that working hours should not exceed sixty (60) hours per week including overtime, except for grave emergencies; employees should be allowed at least one (1) uninterrupted day off per week.

The Supplier will not tolerate or use child labor in any stage of its general activities other than in accordance with all applicable laws and regulations.

C. Occupational Health and Safety

The Supplier will provide a safe and healthy workplace for all of its employees in full compliance with local regulations.

D. Environmental Responsibility

The Supplier is committed to the environment and will conduct its business in an environmentally sensitive way.

The Supplier will ensure that all products supplied to Panorama Antennas Ltd are fully compliant with EU Directive 2011/65/EC 'RoHS 2' and EU Regulation 1907/2006 - 'REACH'.

The supplier will work to eliminate Conflict Minerals from its supply chain and will only source such minerals from CFSI approved smelters.

E. Business Ethics

The Supplier will conduct its business in an ethical manner in accordance with all applicable rules and regulations. In particular, the Supplier will:

- refrain from any and all forms of extortion and bribery following the relevant Panorama Antennas Policy;
- adhere to anti-trust and other competition laws, e.g. not participating in price fixing or bid-rigging; and
- disclose to Panorama Antennas available information about conflicts of interest including disclosure any of financial interest of an Panorama Antennas employee in any of the Supplier's business.
- protect all confidential information provided by Panorama Antennas and its respective business partners.

F. Business Continuity Planning

The Supplier shall maintain policies to mitigate its exposure to business continuity issues including but not limited to terrorism, crime, business threats, pandemics, natural disasters and major accidents.

G. Procurement by Supplier

Panorama Antennas expects the Supplier to obtain confirmation from each of its sub-suppliers providing goods or services directly or indirectly to Panorama Antennas that the sub-supplier acts in compliance with this Code.

Signed by Supplier:

Job Title:

Date: