

Intrafocus Supplier Code of Conduct



1. BACKGROUND

- 1.1 Intrafocus is committed to being a responsible business. Intrafocus runs its business in a way that all its employees can be proud of, ensuring financial strength and transparency for its shareholders, putting its customers first and delivering long-term value to its environment and society.
- 1.2 Intrafocus expects its suppliers to uphold its working principles of by providing safe working conditions, treating workers with dignity and respect, acting fairly and ethically and using environmentally responsible practices where practicable.
- 1.3 Intrafocus requires all of its suppliers to operate in accordance with this Supplier Code of Conduct and in full compliance with all Regulations within the geographies in which they operate. This Supplier Code of Conduct goes beyond mere compliance with the law by drawing upon internationally recognised standards, such as the International Labour Organisation (“ILO”) and the Universal Declaration of Human Rights (“UDHR”) to advance social and environmental responsibility. Furthermore, this Supplier Code of Conduct sets out the required Supplier conduct regarding human rights, environmental protection, business ethics and community involvement.

2. COMPLIANCE

- 2.1 Suppliers should comply with the obligations as detailed in this Supplier Code of Conduct and Intrafocus reserves the right to assess a suppliers’ compliance with this Supplier Code of Conduct at any time.
- 2.2 Intrafocus shall be entitled to terminate any supplier agreement in place with a supplier. Intrafocus expects its suppliers to notify Intrafocus of any breach of this Supplier Code of Conduct.

3. HUMAN RIGHTS

- 3.1 Intrafocus Human Rights Policy defines human rights as basic rights that allow individuals the freedom to lead a dignified life, free from fear or want, and free to express independent beliefs. Intrafocus endeavours to, and its suppliers should, ensure direct operations and interactions with business partners or suppliers do not make Intrafocus complicit in human rights violations in accordance with the following codes: the principles of human rights set out in the UDHR; the ILO core conventions on labour rights; and the principles of the United Nations Global Compact.
- 3.2 If requested, a supplier should provide evidence (for example, in the form of its own human rights policy or slavery and human trafficking statement) of how the principles of human rights are upheld by the supplier, its and its supply chain.

4. ENVIRONMENT

- 4.1 Intrafocus recognises that as a global company its activities have an impact on the environment in terms of the energy used, waste generated, and business travel conducted. Intrafocus is committed to reducing its negative impact on the environment and maximising the positive by measuring, managing and monitoring its environmental performance.
- 4.2 If requested, a supplier shall provide evidence of how it monitors, measures and manages significant environmental impacts, set targets to reduce negative impacts and report progress against these targets at least annually. Impacts should include energy consumption, waste generation and disposal, water use, business travel and resource consumption.
- 4.3 If requested, a supplier shall provide an audit trail, and relevant certification, to demonstrate that the services and any products related to the services are disposed of in an environmentally friendly manner and in accordance with relevant regulations.

4.4 A supplier should progressively develop the supply of services to incorporate the highest possible environmental standards, improving the environmental and social impact of Intrafocus purchases across their lifecycle.

5 BUSINESS ETHICS

5.1 Intrafocus expects the highest standards of ethical conduct in all its endeavours. suppliers should always be ethical in every aspect of their business, including relationships, practices, sourcing and operations.

5.2 If requested suppliers should provide evidence on how they ensure compliance with the law, corrupt gifts and human rights as detailed in any supplier agreement in place with a supplier and does not engage in corruption, extortion, embezzlement, or bribery to obtain an unfair or improper advantage.

6 COMMUNITY INVOLVEMENT

6.1 Intrafocus is committed to working with and supporting the local community. Intrafocus encourages its suppliers to do the same, fostering social and economic development and contributing to the sustainability of the communities in which it operates.

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