



THE SUPPLIER GUIDING PRINCIPLES

REFLECTING AAZIO'S VALUES

Aazio has developed this Statement of Principles as an expression of its own commitment. It is a set of values that represent the highest standards of quality, integrity, excellence, compliance with the law, and respect for human rights, in which Aazio believes.

Aazio expects its worldwide suppliers to adhere to this Statement of Principles. In addition, it strongly encourages its suppliers to require their own suppliers to adhere to these Principles as well.

- 1** Freedom of Association and Collective Bargaining
Respect employees' right to join or form a labor union without fear of reprisal, intimidation or harassment.
- 2** Prohibit Child Labor
Adhere to minimum age provisions of applicable laws and regulations. Do not employ or utilize in any manner any individual below the minimum employment age set by national law or by ILO Convention 138, whichever is the higher.
- 3** Prohibit Forced Labor and Abuse of Labor
Prohibit physical abuse of employees and prohibit the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor, slave labor or any form of human trafficking.
- 4** Eliminate Discrimination
Maintain workplaces that are free from discrimination or physical or verbal harassment. The basis for recruitment, hiring, placement, training, compensation, and advancement should be qualifications, performance, skills and experience.
- 5** Work Hours and Wages
Compensate employees relative to the industry and local labor market. Operate in full compliance with applicable wage, work hours, overtime and benefits laws, and offer employees opportunities to develop their skills and capabilities, and provide advancement opportunities where possible.
- 6** Provide a Safe and Healthy Workplace
Provide a secure, safe and healthy workplace. Maintain a productive workplace by minimizing the risk of accidents, injury, and exposure to health risks.
- 7** Protect the Environment
Conduct business in ways which protect and preserve the environment. Meet applicable environmental laws, rules and regulations.
- 8** Business Integrity
Conduct business with integrity, respecting relevant laws and avoiding bribes and fraudulent practices.
- 9** Grievance Procedure and Remedy
Provide workers with a mechanism to express grievances without fear of reprisal and ensure concerns are appropriately addressed in a timely manner.
- 10** Management Systems
Have appropriate and effective systems in place to control actions ensuring lawful compliance and respect for all human rights.