

Corporate Social Responsibility

The company philosophy of **Getronic Engineering AG** attaches great importance to social responsibility by complying with laws and regulations, observing human rights, respecting the health and safety of our employees and observing the best possible level of environmental protection. Ethical behaviour has the highest top priority.

Management obligation

Since its foundation in 2001, Getronic Engineering AG has provided various services in the manufacture of electronic systems. We base production mostly on the specifications of our customers (customer products). We are committed to completely fulfilling the requirements provided to us regarding manufacturing quality, delivery and flexibility. We strive to optimise production processes and to develop appropriate methods for new systems. Our quality management system is periodically audited by our customers and designated as excellent. We use rigorous and timely testing to identify upon receipt possible quality defects in materials that are provided to us by other suppliers of our clients. Our employees are trained extensively for the processes required and monitored by their superiors. To promote our principles – in particular those relating to the company's social responsibility – we have open and regular discussions with our employees, with the objective of ensuring that our customers can rely upon us in the long term.

Our Code of Conduct

We define our code of social responsibility (CSR) as follows:

Management Policy (Corporate Governance)

We are committed to responsible actions, to transparency and to promoting a dialogue with our customers, employees and the state.

Respect for human rights

We respect human rights by complying with labour laws, we do not discriminate against anyone and guarantee reasonable employment conditions.

Maintenance of health and safety

We want to maintain clean and safe workplaces, prevent hazards and we ensure the best possible hygiene in all work areas.

Protecting the environment

We protect the environment by complying with statutory regulations. We seek to prevent or reduce negative impact on our environment and resources and deal responsibly with chemicals and other elements that can be harmful to the environment.

Each of us wants to actively protect the environment and conserve resources.

Fair trade and ethics

We seek to uphold fair trade and ethics by rejecting corruption supporting free trade, rejecting improper behaviour, supporting recognised organisations and opposing all injustices.

In accordance with Section 1502 of the Dodd-Frank Act (USA) we do not use conflict minerals from the Democratic Republic of Congo (DRC) or adjoining countries in our own products.

Our strategies for the implementation of social responsibility

Dealing with people

In order to fulfil the high quality requirements of our customers, we place a great emphasis upon having satisfied and motivated employees. We also expect a similar company social responsibility from our suppliers.

Dealing with the environment

Principle:

In all our activities, we seek to damage the environment as little as possible and use as little resources as possible.

Green procurement + purchasing:

To reduce environmental impact, we endeavour to purchase components from suppliers that also observe maximum environmental protection in the production of their own products. We only work with manufacturers/suppliers who are committed to Section 1502 of the Dodd-Frank Act and can certify their compliance.

For projects in which our manufacturers/suppliers are defined to us (customer products), we are committed to advising the client/customer about critical manufacturers/suppliers and working together to find a solution.

Reduction and recycling of waste:

We seek to produce as little waste of any kind as possible.

All waste that can be recycled (paper, cardboard, PET, glass, etc.) is properly disposed of.

Chemicals and other harmful volatile elements:

Getronic Engineering AG uses no chemicals or other volatile elements in the production of their products.

Dealing with conflict minerals

Together with some clients, we act accordingly and we are committed to fulfilling Section 1502 of the Dodd Frank Act (USA) concerning the conflict minerals tin, tungsten, tantalum and gold (referred to as 3TG).

Own direct use of conflict minerals

Of the conflict minerals listed, we only process tin and that only in small amounts. We only use tin in electrical connection technology.

Conflict minerals in purchased components

Of the conflict minerals listed, purchased components could be concerned that we use for our own products (Getronic products) or as commissioned by our customers (customer products). The customer usually defines almost 100% of all manufacturers or provides us with the materials.

The following purchased components are used by us:

- Passive electrical components:
 - Switches, plugs, fuse elements, etc.,
 - Resistors, coils, capacitors,
- Active electronic components:
 - Rectifiers
 - Logic components
 - Microcontrollers
 - LEDs, transistors, etc.

To ensure compliance with the Dodd-Frank Act by the manufacturers of these purchased components which we ourselves have determined (Getronic products), we maintain our own control by obtaining either the Conflict Minerals Reporting Template (CMRT) or an appropriate confirmation from the manufacturer. For those manufacturers of purchased components that are defined to us by the customer (customer products), we expect Dodd-Frank Act compliance from the customer themselves.

Conflict minerals in special components

Among special components, we include special parts (e.g. printed circuit boards), electronic components (systems with a specific function) or whole systems (computers, etc.).

To ensure compliance with the Dodd-Frank Act by the manufacturers of these special components which we ourselves have determined (Getronic products), we maintain our own control by obtaining either the Conflict Minerals Reporting Template (CMRT) or an appropriate confirmation from the manufacturer. For those producers of special components that are defined to us by the customer (customer products), we expect Dodd-Frank Act compliance by the customer themselves.

Cooperation with our customers

The customer usually defines almost 100% of all manufacturers to us.

If we identify manufacturers that do not comply with the Dodd-Frank Act, we draw our customer's attention to it and work together to find alternative solutions.

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Getronic Engineering AG

Peter Giger
President

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