

SUSTAINABILITY AGREEMENT

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1. Concept and goals

The concept “Sustainability in Supplier Relations” has the following goals:

- Integrate sustainability in the procurement process;
- Ensure group-wide adherence to environmental and social standards;
- Promote knowledge of sustainability requirements amongst suppliers;
- Implement sustainability requirements in internal and external supplier processes.

Sustainability in business relations:

- Production processes and employment should be based on the minimum worldwide standards;
- The requirements apply to **ASK’ suppliers** with regard to the safeguarding of employee rights;
- Operational and product-related environmental protection measures, as well as social standards, should be guaranteed over the entire value chain.

It is the keystone of any long-term company policy and it is aimed at the following challenges:

- a) Ecological
- b) Social and
- c) Economic

This also applies to our processes for designs, development, production, and distribution of high-quality car audio and antennas systems and services worldwide.

2. Environmental standards

Environmental responsibility, environmentally friendly production and products

Environmental management is a key objective of **ASK’s policy**. **ASK** therefore expects a suitable environmental management system from all its partners with their own production sites.

The Supplier undertakes to develop and promote the policies relating to the environment, following the instructions indicated in the Standard — ISO 14001 — inside their company and at the sub-contractors approved by ASK.

Ecological challenges shall be dealt with cautiously and with foresight. Action shall be taken to deal with

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Paid in Capital: Euro 28.000.000

the environment responsibly. **Supplier** shall strive to develop and expand environmentally.

The following factors shall be considered in the development, production and life cycle of products - Economical use of energy and raw materials:

- a) Use of renewable sources of energy limiting emissions of polluting substances and above all respecting the quality of the air, always maintaining limit values, indicating, for each substance, the maximum acceptable concentration;
- b) Minimised greenhouse gas emissions and reduce them by using better tools to control their consumption or by implementing energy saving measures;
- c) Minimised damage to the environment and public health by using the natural resources of our planet equally, through a new model of sustainable development and consumption based on the sobriety of consumption and respect for nature;
- d) Perform a responsible chemical management to guarantee the quality of laboratory services by respecting rules, procedures, standards and systems for quality control, to monitor the progress of operations, and ensures that employees follow the pre-established safety standards;
- e) Respect of the quality and reduce the water consumption. The Entity manager is responsible for the quality of the water that provides to the users. Suppliers are committed to take under control the reduce of water consumption;

f) **Respect of the soil quality.**

Environmentally friendly waste management is to be applied during the development, production and life cycle of products and during the development and implementation of production processes and other tasks. This is characterised by:

- Prevention of waste
- Reuse
- Recycling
- Risk-free environmentally friendly disposal of residual waste.

Successful implementation of environmental protection in daily company operations depends on regular employee training, motivation and information. The employee could complete the relevant training for example during the hiring stage.

Prevent deforestation and land conversion

Deforestation and land conversion are two of the key challenges that exacerbate both the climate and biodiversity crises. Supplier undertakes to forbid deforestation or land conversion throughout its supply chain.

3. Social Standards

Freedom of association

Freedom of association is the right of workers to organize and collectively negotiate. Freedom of association is one of the fundamental rights protected under Article 20 of the Universal Declaration of Human Rights adopted by the United Nations in 1948. In countries where this right is limited by national legislation, alternative options for employee representation within the law should be encouraged.

Non-discrimination

Discrimination is understood as less favourable treatment of individuals or groups which infringes upon the principle of equal rights of all individuals.

This prohibits the selection of employees based on their ethnicity, skin colour, gender, religion, nationality, sexual orientation, social origin or political opinion, provided this last does not infringe upon democratic principles and tolerance of individuals of different convictions. Equal opportunities and equal treatment must be ensured during selection of employees. In general, employees are chosen, employed and supported on the basis of their qualifications and capabilities.

Prohibition of forced labour and modern slavery

Forced labour refers to all work or service exacted from any person under the menace of any penalty. In 1930 the International Labour Organization (ILO) defined slavery and forced labour in Article 2 Paragraph 1 of the Convention concerning Forced or Compulsory Labour as any work or service exacted from any person for

which the person has not offered themselves voluntarily, and which is carried out under the menace of any penalty. ASK Industries is opposed to any forced labour which is wittingly exacted including bonded labour and involuntary prison labour.

Prevention of child labour

Child labour is forbidden. The minimum age for permission to work (according to national regulations) is observed.

Protection of internationally proclaimed human rights

ASK Industries respect internationally recognised human rights and support their observation, and requests to the suppliers the same approach. In case of missing application, ASK industries reserve the right to stop the business relation in according with General terms and conditions.

Fair working conditions (remuneration, social benefits and working hours)

The wages and benefits made / paid for a normal working week correspond at least to the respective national legal minimum standards or the minimum standards of the respective national economic sectors.

The working hours corresponds at least to the respective national legal standards or the minimum standards of the respective national economic sectors.

Health and Safety

The business partner meets at least the respective national standards for a safe and hygienic working environment and will take appropriate measures to guarantee health and safety at the workplace so that good working conditions are ensured.

Respect for vulnerable groups and local communities

ASK recognizes and respects the rights of vulnerable populations around the world such as children, migrant workers, minorities, persons with disabilities, indigenous peoples, and women. Supplier are expected to similarly commit to protecting the rights of these groups, implement measures to address any health and safety concerns specific to these groups and work to extend them to their supply chain.

ASK requests Supplier to behave in a socially responsible manner by respecting the rights of local communities and indigenous people, including their cultures and traditions in each country in which they operate. Supplier shall not unlawfully engage in forced eviction or unlawfully take land, forests or bodies of water, the use of which secures the livelihoods of a person.

Use of public and private security forces

In case Supplier deploys its own security forces to protect its operations or commissions security forces for this purpose, it must ensure that they comply with internationally recognized human rights. Supplier must, in particular, refrain from commissioning or deploying security forces, if during deployment persons are treated inhumanly or degradingly, suffer damage to life or limb or if their right to organize and the freedom of association is impaired.

Reporting violation

Supplier commits to implement grievance mechanisms (e.g., whistleblowing lines) accessible to its employees, business partners, and the public to express concerns without fear of intimidation, harassment, retaliation.

4. Compliance with laws and ethical principles

Financial responsibility

Supplier undertakes to fulfill legal requirements and to maintain a high standard of business ethics as well as ensuring compliance with national policies and laws regarding financial responsibility.

Conflict of interests

Supplier undertakes to avoid any possible conflict of interests, especially any conflicts of interest that might influence its business with ASK.

Counterfeit parts

Supplier will prohibit any activity that facilitates the production or trade of counterfeit products or components throughout its supply chain.

Disclosure of confidential information

Supplier will apply appropriate protections for the confidential information (technical, technological and commercial know-how, as well as other confidential information) it receives from ASK, consistently with

non-disclosure agreements, terms and conditions or contractual requirements that ASK may require for that purpose. Supplier will also respect the intellectual property rights of other parties.

Corruption and improper payments

Supplier agrees to abide by the highest standards of integrity, honesty and correctness in compliance with the national and international corruption laws, with particular reference to the OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactions and the OECD guidelines.

Supplier will not engage any form of bribery (offering or accepting money in order to get improper commercial advantage) towards public officials or representatives of international organizations or third parties connected to public officials or towards legal people or individuals or other subjects indicated in the laws in force.

Money laundering prevention

Supplier will not perform nor be involved in laundering activities, i.e. accepting and handling income deriving from criminal activities of any kind. Supplier will always comply with the anti-money-laundering laws in force in any jurisdiction.

Competition

Supplier agrees to comply in full with the laws and regulations concerning competition and any other consumer laws in force where it operates. Supplier shall independently determine its behavior and its commercial policy on the market to maintain healthy competition between all players.

Embargo and export regulations

Supplier agrees to guarantee that its business activities are in compliance with the national and international embargo and export regulations in force in the countries where it operates.

Privacy

Supplier agrees to handle personal data and confidential information in compliance with all the privacy laws in force in the jurisdictions in which it operates, as well as with the best privacy policies.

Responsible sourcing of conflict minerals

Suppliers using tin, tantalum, tungsten and gold in their products shall identify, disclose and evaluate all smelters and refiners within the supply chain. Interested Suppliers shall ensure that these materials are purchased exclusively from refiners and smelters that meet the requirements of the Responsible Minerals Initiative (RMI) RMAP. Upon request, affected suppliers shall submit corresponding evidence (e.g. a Conflict Minerals Reporting Form – CMRT).

5. Sustainable Procurement

ASK expects its suppliers to convey the above principles throughout their supply chain.

ASK,

Signature

The supplier,

Signature