World Wide Technology Supplier Code of Conduct and Ethics Policy

WWT has adopted the Responsible Business Alliance (RBA), formerly the **Electronic Industry Citizenship Coalition's** (EICC) Code of Conduct as our supplier code of conduct.

The RBA Code of Conduct establishes standards to ensure that working conditions in the electronics industry or industries in which electronics is a key component and its supply chains are safe, that workers are treated with respect and dignity, and that business operations are environmentally responsible and conducted ethically.
The Code encourages Participants to go beyond legal compliance, drawing upon internationally recognized standards, to advance social and environmental responsibility and business ethics. In alignment with the UN Guiding Principles on Business and Human Rights, the provisions in this Code are derived from key international human rights standards including the ILO Declaration on Fundamental Principles and Rights at Work and the UN Universal Declaration of Human Rights.

WWT expects its suppliers to acknowledge and adopt this code. Supplier compliance and performance associated with the requirements of this code will be measured by WWT as applicable based on the nature of the business transacted. If **supplier performance does not meet WWT's expectations, suppliers may be placed on pe**rformance improvement plans and/or potentially disengaged as a WWT supplier.

Overview of the requirements set forth in the RBA Code of Conduct:

Labor
- Freely Chosen Employment
- Young Workers
- Working Hours
- Wages and Benefits

- Humane Treatment
- Non-Discrimination
- Freedom of Association

Health & Safety
- Occupational Safety
- Emergency Preparedness
- Occupational Injury and Illness
- Industrial Hygiene

- Physically Demanding Work
- Machine Safeguarding
- Sanitation, Food, and Housing
- Health and Safety Communication

Environmental
- Environmental Permits and Reporting
- Pollution Prevention and Resource Reduction
- Hazardous Substances
- Solid Waste

- Air Emissions
- Material Restrictions
- Water Management
- Energy Consumption & Greenhouse Gas Emissions

Ethics
- Business Integrity
- No Improper Advantage
- Disclosure of Information
- Intellectual Property
- Fair Business, Advertising and Competition

- Protection of Identity and Non-Retaliation
- Responsible Sourcing of Minerals
- Privacy

Management Systems
- Company Commitment
- Management Accountability and Responsibility
- Legal and Customer Requirements
- Risk Assessment and Risk Management
- Improvement Objectives
- Training

- Communication
- Worker Feedback, Participation, and Grievance
- Audits and Assessments
- Corrective Action Process
- Documentation and Records
- Supplier Responsibility