

# Code of Conduct

Last updated: June 9, 2025

Fasnwave Inc. operates with uncompromising integrity across our global manufacturing and supply chain operations. This Code defines our expectations for ethical business practices, social responsibility, and environmental stewardship. We reserve the right to update these requirements to reflect evolving compliance standards and expect all partners to adhere to reasonable changes.

## 1, Our Fundamental Principles

### Legal Compliance & Ethical Business Practices

- We strictly comply with all applicable laws and regulations in every jurisdiction where we operate, including but not limited to:
  - Anti-corruption laws (FCPA, UK Bribery Act)
  - Competition and antitrust regulations
  - Customs and export controls (EAR, ITAR)
  - Data protection regulations (GDPR, CCPA)
- We prohibit all forms of corruption, including:
  - Bribery of government officials or private sector partners
  - "Facilitation payments" to expedite routine government actions
  - Kickbacks or undisclosed commissions in business transactions

### Human Rights & Labor Standards

- We uphold internationally recognized human rights principles as defined by:
  - The UN Guiding Principles on Business and Human Rights
  - ILO Core Conventions
  - OECD Guidelines for Multinational Enterprises
- Our specific commitments include:
  - No child labor: We do not employ workers under 15 (or 14 where permitted by ILO Convention 138 in developing countries), and never under 18 for hazardous work
  - No forced labor: We prohibit all forms of compulsory labor, including prison labor, bonded labor, or human trafficking
  - Fair wages: We pay at least legal minimum wages and provide legally mandated benefits
  - Reasonable working hours: We comply with all applicable working time regulations
  - Non-Discrimination & Equal Opportunity
- We provide equal opportunities regardless of:
  - Race, ethnicity, or national origin
  - Gender, sexual orientation, or gender identity
  - Religion or political affiliation
  - Age or disability status
- We maintain a zero-tolerance policy against:

Workplace harassment (sexual, psychological, or physical), Retaliation against whistle blowers, Unfair treatment in hiring, promotion, or compensation.

### **Health, Safety & Environmental Protection**

- We implement rigorous health and safety protocols:
  - Regular risk assessments and hazard controls
  - Comprehensive safety training for all employees
  - Proper personal protective equipment (PPE) provision
- Our environmental commitments include:
  - Compliance with REACH, RoHS, and other chemical regulations
  - Continuous reduction of energy consumption and waste generation
  - Responsible water management and emissions control

### **Product Integrity & Supply Chain Responsibility**

- We guarantee:
  - Strict adherence to product specifications and safety standards
  - Full transparency about materials composition
  - Respect for intellectual property rights

**We expect our suppliers to align with this Code's principles, permit compliance audits when requested and implement corrective actions for any identified issues.**

## **2. Implementation & Compliance**

Fasnwave provide employees with access to a protected procedure for reporting potential violations of the fundamental principles of this Code of Conduct. We check compliance regularly and train all staff. Breaking these rules may end business relationships and we update this Code regularly to stay current.