



Carmel Forge

Supplier Code of Conduct

Our Values *Carmel Forge is guided by the Core Values of Bet Shemesh Group: Collaboration, Responsibility, Excellence and Integrity.*

Collaboration

We are one team. We value collaboration and treat each other with respect.

Responsibility

We encourage open discourse and responsible conduct. We honor our commitments and comply with the law.

Excellence

We design, manufacture, test and deliver with resourcefulness and agility. We expect excellence, value innovation, and take pride in our work.

Integrity

We act with integrity and do the right thing.

Our values inspire and inform our choices. Our commitment to these values directs us to make deliberate and informed decisions in our work. It helps us to create a strong culture and it drives us to act honestly, respectfully and ethically.

About This Code

Integrity is one of our core values in Carmel Forge. We strive to perform with integrity in all we do, and we expect the same from our suppliers, contractors, agents, representatives and consultants (collectively referred to here as "Suppliers"). We expect our suppliers to be committed to lawful, ethical, fair and reasonable practices, and to fully comply with applicable laws and regulations in their business relationships with Carmel Forge. This Supplier Code of Conduct works hand in hand with the Carmel Forge Code of Conduct and is intended to remind Suppliers of Carmel Forge's minimum expectations.

Raising Concerns

We expect our suppliers to raise any concern related to Carmel Forge's Code of Conduct, as soon as the issues arises. When needed, we expect you to collaborate with us and take part in any investigation of the issues reported. Carmel Forge will never retaliate against any person reporting a concern in good faith. You can report an issue to any manager at Carmel Forge or use this link: <https://carmel-forge.com/report-an-issue>

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Supplier Responsibilities

As a Supplier of Carmel Forge, you are expected to:

Maintain a Safe and Responsible Workplace

- Follow all local health and safety rules, policies and procedures.
- Provide personal protective equipment to all employees who need it to complete their job.
- Comply with applicable environmental laws and regulations.
- Adhere to Carmel Forge's Supplier and Contractor policies, procedures and guidelines.

Maintain a Work Environment Free from Discrimination, Harassment or Violence

- Respect the human rights of your employees and others in your business operations and your activities for Carmel Forge.
- Not employ workers that are younger than the minimum legal age for employment where the work is performed.
- Prohibit discrimination, harassment and retaliation.
- Protect employees from workplace violence or threat of violence.

Comply with Labor Laws

- Comply with all applicable laws and regulations regarding wages, hours and work conditions.
- Not use forced or indentured labor, or workers subject to any form of compulsion or coercion, or engage in trafficking in persons.
- Adopt policies and establish systems to procure tantalum, tin, tungsten and gold from sources that have been verified as conflict free, and to provide supporting data on your supply chain for tantalum, tin, tungsten and gold to Carmel Forge when requested.

Engage in Lawful Business Practices

- Maintain and enforce a policy requiring compliance with anti-corruption and anti-bribery laws.
- Not offer or provide, directly or indirectly, anything of value, including cash, bribes, gifts, entertainment or kickbacks, including offers of employment, or participation in a promotion, to any Carmel Forge employee, representative or Carmel Forge customer or to any government official in connection with any Carmel Forge procurement or transaction.

Information Security and Data Privacy

- Protect the privacy and data of Carmel Forge employees, customers and suppliers.
- Implement and maintain physical, organizational and technical measures to ensure the security and confidentiality of Carmel Forge data.

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Intellectual Property

- Respect the intellectual and other property rights of Carmel Forge and of third parties, including all patents, trademarks and copyrights.
- Avoid transferring Carmel Forge technical information to any third party without the express, written permission of Carmel Forge.

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Competition Requirements

- Avoid sharing or exchanging any price, cost or other competitive information with any third party with respect to any proposed, pending or current Carmel Forge procurement
- Avoid engaging in any collusive conduct with any third party

International Trade Compliance

- Comply with all applicable export and import control laws and regulations when importing, exporting, re-exporting or transferring goods, services, software, technology or technical data;
- Screen customers and suppliers to ensure compliance with sanction laws and regulations.
- Provide internally-maintained information about country of origin, harmonized tariff codes and commodity classifications to Carmel Forge when requested.

Fair Accounting Practices

- Ensure that all documents, invoices communications and accounting are accurate and honest.

Quality

- Implement processes to detect, communicate and correct defects, ensuring products and services meet quality and regulatory standards.
- Complete all required inspections and tests with authorized and qualified personnel, and ensure certifications are accurate.