

QUALITY**MANAGEMENT****SYSTEM****TAKONI****ISO 9001****IATF 16949****AQAP 2110****ISO 26000****ISO 14001****ISO 45001**

Sustainability Policy for Suppliers

1. Sustainable principles

- Sustainability and environmental awareness are at the core of Takoni corporate values and culture. This cooperate attitude and conduct are also expected from the suppliers of Takoni.
- Takoni promotes sustainable development throughout its supply chain. Therefore, the following sustainable principles are requirements for Takoni suppliers. Compliance with these sustainable principles is the basis for a business relationship with Takoni.

2. Human rights and labour standards

The supplier is required

- To not tolerate any discrimination based on age, gender, skin color, ethonic or social origin, nationality, disability, sexual orientation, views or political attitudes and any other defined by the laws in countries and locations where the company operates.
- To endeavour to maintain equal opportunities among employees, while promoting them on the merit of qualifications and skills.
- To pay attention to and respect internationally recognized human rights and to commit to compliance with these rights.
- Not to use forced or compulsory work in any form.
- To explicitly condemn and prevent any physical punishment, threats or intimidation of employees.
- To explicitly prevent any form of child labour and to respects the statutory regulations for minimum age in accordance with state obligations.
- To ensure that wages, social welfare payments as well as working hours correspond to the currently effective statutory standards.
- To respect individual's right of freedom of association.
- To protect employees against risks at the workplace.
- To protect women's rights

- To respect Diversity, Equity, and Inclusion
- To respect Rights of Minorities and Indigenous Peoples
- To follow ethical recruiting standards
- To reduce safety and health risks by technological protection measures, while safeguarding workflows.
- To support health-enhancing measures
- To not violate the industrial property rights of third parties (patents, trade marks etc.).
- Not to participate in or support any form of corruption, of granting undue advantages or bribes.
- Not to participate in or support any form of money laundering activities.
- To support Whistleblowing and protection against retaliation

3. Export control and economic sanction

The supplier is required

- To stay in compliance with the provisions of economic sanctions, export control legislations, laws pertaining to export and imports as regards to
 - Import and export of goods, cross-border transfer of services;
 - Cross-border transfer of hardware, software and technologies (including technical specifications);
 - Cross-border capital transactions and payments.

4. Privacy, data protection and counterfeit material policy

The supplier is required

- To take the protection and confidentiality of personal data and other information shared with him very seriously.
- To comply with all privacy laws, especially the European General Data Protection Regulations (GDPR).
- To collect and process personal data in a confidential manner and only to the degree necessary for fulfilling a concrete and definable business purpose and only in compliance with all applicable laws and provisions.
- To preserve the personal rights of all parties involved and to protect personal data from misuse and/or unauthorized access.
- To purchase materials from authorized distributors
- To purchase all components from the Original Equipment Manufacturer
- To maintain appropriate processes to isolate, quarantine, report and remove counterfeit components
- To investigate all suspected counterfeit components and report the incident
- To ensure all staff involved in the procurement, inspection, and storage of electronic components are trained to identify counterfeit parts
- To make unusable all materials confirmed as counterfeit and escalate it to Senior Quality Manager

5.Environmental management

The supplier is required

Compliance and environmental permits

- To comply with all applicable national laws and regulations regarding environmental management as well as introducing effective process for monitoring changes and updates.
- To have all valid and required environmental permits, approvals and registrations for production and operations obtained, maintained and kept current. The supplier will also follow the operational and reporting requirements which are part of the permits.

Management of natural resources

- To minimize, optimize or (where applicable) avoid the use of natural resources, including water, fossil fuels, minerals and virgin forest products. Here, approaches and practices such as, for example, modifying production, maintenance and facility processes, minerals-substitution, re-use and recycling, can be applied.
- To prevent pollution and environmental incidents (during every phase of production and/or service delivery)

Pro-active approach in environmental management

- To develop initiatives and introduce measures (considering the cost benefit ratio) reducing the use of energy, raw materials and water.
- To develop initiatives and introduce measures (considering the cost benefit ratio) minimizing the emissions to air, water and soil

Waste and waste reduction and recycling

- To have an efficient operative process in place of characterizing, sorting and disposing, forwarding or recycling (solid) waste
- To consider, along the life cycle of the supplied products or services delivered (development, production, use , subsequent end of use/disposal) reducing waste generated and opportunities of recycling and/or re-use.
- Develop and follow responsible chemical management and Sustainable resources management and waste reduction system
- Use as many as possible recycled materials
- To protect Animal welfare, soil quality,
- Reduce noise pollution

Water management

- To support the implementation and continued development of technologies for conserving and/or re-using water.
- To take care of Water quality and consumption
- To characterize, monitor and control wastewater and, if applicable, to treat as required before discharge or disposal.
- The water management initiatives shall also comprise documenting, characterizing and monitoring water sources, use and discharge.
- The supplier is also requested to strive for initiatives of water management and sustainable use of water in operational planning, i.e. by taking water stress assessments in operations (throughout the life cycle) into consideration.

Air emissions and clean air quality

- To have an efficient operative process in place, conducting periodic characterization and monitoring of air emissions of organic chemicals, aerosols, corrosives, particulates, ozone depleting chemicals and combustion by products generated from operations. Measures need to be taken to minimize these emissions. The minimum goal is the compliance with national legal requirements.

Energy management and greenhouse gas emissions

- To monitor and minimize energy consumption and relevant Scope 1 (direct CO₂ emissions) and Scope 2 (indirect CO₂ emissions) CO₂ equivalents to supports cost effective purchasing, implementation and continued development of energy efficient technologies.

Supplier Engagement

- We expect from our suppliers to ensure that the products we procure from them do not contain restricted or banned materials. We continually monitor our suppliers' compliance to our requirements. Suppliers responsible management of chemicals is a part of our risk management, we query our suppliers and extended supply chain, and strive to obtain chemical composition information on both formulated and finished products that we source. We also partner with our suppliers to drive increased transparency down the value chain and share best management practices when it comes to chemical management.

Land, Forest and Water Rights and Forced Eviction

Takoni suppliers agree and support all states obligation to respect the right to land and natural resources. This obligation includes, inter alia, recognizing and respecting customary rights and the natural commons; and refraining from forced evictions or any

practice or activity that destroys or arbitrarily impairs existing access to, use and management of land and natural resources.

Takoni suppliers support the obligation to protect the right to land and natural resources. Our suppliers are against that third parties from interfering in any way with the enjoyment of this right.

Third parties include individuals, groups, corporations and other entities as well as agents acting under their authority. The obligation to protect includes, inter alia, adopting the necessary and effective legislative and other measures to regulate third parties and to restrain and sanction, for example, third parties promoting or participating in forced evictions, dispossessing women of their rights, encroaching on customary rights, or polluting and destroying natural resources. Suppliers must support the obligation to ensure the conditions for re-generation of biological and other natural capacities and cycles.

6. Suppliers are obliged to support Public-Private Security Partnerships to Public Safety

It is very important to have cooperation between both of the public and private sectors. Police can communicate with private security personnel about possible threats in the area, and give them photos of wanted individuals to look for.

Communication and cooperation between citizens, private security organizations and law enforcement is crucial. The public and private sectors working in unison are stronger than either is alone, partnerships are the cornerstone in defending against crime and terrorism.

Additionally, private security agencies can supplement and support state, county and municipal police agencies by relieving them of some of their service calls.

The key is to hire high quality security professionals and develop relationships between all public and private groups - whether or not formal "partnerships" exist.