



Code of Conduct

Active Silicon is a specialist manufacturer of imaging products and embedded systems. Founded in 1988, Active Silicon has a proven track record of providing reliable, high quality products for a variety of industries world-wide. Our products have applications in many areas of science and industry, including manufacturing, life sciences, medical imaging, security and defense. From space missions to large scale deployment of industrial vision systems, we have provided imaging components and embedded systems that help our customers create world-class solutions.

The Company's Vision Statement is **"To make outstanding imaging products that contribute towards a better world."** In support of this objective the Company commits to undertaking its business according to the key principles outlined in this statement. All Company employees and contractors are expected to act in accordance with this Code which is reflected in the contents of the Employee Handbook. The Code of Practice seeks to portray Active Silicon's values and expectations and how we like to do business.

Business Ethics — the Company's representatives will endeavour to act with integrity and good faith in all their dealings on behalf of Active Silicon.

Confidentiality — the Company will commit to respecting the privacy of personal data it holds about individuals and commercial data it holds about partners.

Conflict of Interest — those working for the Company will be expected to devote their best efforts and energies to the pursuit of promoting Active Silicon's vision. Staff will be expected to recognise any possible conflicts of interest and to report these to a Company Officer.

Contracts — all individuals operating on behalf of Active Silicon will be mindful of their duties under the Bribery Policy and will divulge any concerns to the Chief Executive Officer. The Company will not operate cartels or rigged bidding and will be aware of legal restrictions in the countries of operation to avoid possible breaches in local laws regarding marketing, distribution or the formation of contractual relationships. All staff and senior Officers are subject to a policy concerning bribery and have received training to enable them to be aware of improper payments or business conduct. The Company strives to outline internal processes to reduce risk and there are disciplinary penalties for breaching principles of this Code.

Duty of Care — the Company will exercise its duty of care under Health and Safety legislation and within its employment relationship will ensure a safe environment for staff, contractors and visitors to the Company's premises.

Economic — Active Silicon will seek to avoid opportunities for bribery, anti-competitive behaviours, and conflicts of interest and will seek to utilise our resources effectively.

Environmental — Active Silicon strives to act in an environmentally responsible manner with awareness of the impact of our operations and products on the environment. We work to ensure that our premises and work practices are energy efficient, operating recycling policies such as the EU Directive on WEEE (Waste Electrical and Electronic Equipment). We operate Health and Safety policies at our premises. Where possible we undertake due diligence to ensure that our components are sourced from conflict-free minerals adhering to codes such as the US Conflict Mineral legislation.

Intellectual Property and Moral Rights — IPRs will be treated with confidentiality by Company representatives and the Company will seek to actively enforce its IPRs and pursue third parties for infringement.

Legal Obligations — Active Silicon abides by the legal requirements for each territory in which it operates.

Payments — it is the Company's policy to make prompt and reasonable payment to suppliers.

Professional Conduct — the Company operates a Disciplinary procedure to address breaches in the standards of conduct of its employees and seeks to maintain the highest levels of integrity and honesty through its employment contract and policies. A whistle-blowing procedure exists for any staff members who wish to disclose concerns about the Company's conduct.

Quality Assurance — quality and safety will be managed throughout the product life-cycle.

Social — Active Silicon will encourage fair employment practices which support dignity in the workplace. The Company does not tolerate exploitation and has made a voluntary statement regarding the UK Modern Slavery Act 2015. Health and safety in the workplace is a core Company value, as is the right to rest and leisure to achieve a work-life balance. Active Silicon will strive for equality of opportunity in its employment practices and will support its employees engaging in community or charitable pursuits.

Signed:



Date: 24 Sep 2024

Name: Chris Beynon

Position: General Manager