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Code of Conduct

Statement Issue Date: 4th November 2020 (updated)

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.

