



KYOCERA AVX Components Corporation

1 AVX Boulevard
Fountain Inn, SC 29644 USA
Phone: +1 (864) 967-2150
Website: <https://www.kyocera-avx.com>

KYOCERA AVX SUPPLIER CODE OF CONDUCT AND SUSTAINABILITY POLICY

KYOCERA AVX Component Corporation (KAVX) considers a strong relationship with our suppliers to be key in ensuring our mutual success. This Supplier Code of Conduct & Sustainability Policy lists our expectations of our supply partners that should be followed in their own business practices. KAVX expects its supply partners to share in its commitment to ethics, integrity, and social responsibility.

This Policy applies to any third party that provides goods or services to KAVX, including but not limited to production parts and raw materials as well as their subcontractors. It is the responsibility of our supply partners to ensure the requirements flow down to their suppliers.

Code of Business Conduct and Ethics

KAVX conducts business with integrity and in compliance with all applicable laws and regulations. A commitment to integrity is critical to how we conduct business. Supply partners are expected to understand and comply with the KAVX Code of Business Conduct and Ethics. It is critical that the highest standard of integrity and ethical conduct in all business activities is demonstrated. Our policy can be found here: <https://www.kyocera-avx.com/docs/corporate/Codeconduct.pdf>.

Legal Compliance

KAVX is committed to complying with all applicable legal requirements. Supply partners are expected to comply both in letter and spirit with all applicable laws, rules and regulation in the cities, states, and countries in which they operate. This includes, without limitation, that all purchased materials used in manufacturing of goods satisfy current governmental and safety constraints on restricted, toxic, and hazardous materials, as well as environmental, electrical, and electromagnetic considerations applicable to the country of manufacture and sale. Requests for RoHS, REACH, SCIP, IMDS or FMD information as well as all quality or safety related documentation must be fulfilled in a timely manner. Supply partners must comply without fail with all applicable import and export control laws, including sanctions, embargoes and other laws, regulations, government orders and policies controlling the transmission or shipment of goods, technology, and payments.

Preventing Bribery and Corruption

KAVX conducts business ethically throughout the world. KAVX prohibits supplier partners from giving or promising to give anything of value to any third party for the purpose of obtaining or retaining business, or to otherwise induce them to act improperly. No bribes, kickbacks, or other payments may be made to or for the benefit of government employees or officials, customers, or others. No employee may solicit or accept personally or through family members, a business courtesy which might have the appearance or effect of influencing the employee's judgment in the performance of his or her duties. This policy extends not only to direct payments, but also to indirect payments made in any form through consultants or third parties.



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Business Continuity

The Supply Partner will perform comprehensive activities that will identify and assess risks within their supply chain. A business continuity plan must be developed to identify and mitigate any interruptions in the supply chain. This plan must be reviewed on a regular basis to minimize the impact of interruptions and disruption for operations supporting KAVX. Supply partners must agree to provide documentation of this plan and its review process to KAVX on request.

Human Rights and Working Conditions

KAVX supports and respects the protection of international human rights within the sphere of our influence and ensures that we are not complicit in human rights abuses. We follow the RBA Code of Conduct and as a Kyocera Group Company, we adhere to the Kyocera Group Human Rights Policy found here:

https://global.kyocera.com/sustainability/social/human_rights.html#b.

The Kyocera Group supports the "Universal Declaration of Human Rights," the "ILO Declaration on Fundamental Principles and Rights at Work," the UN "Guiding Principles on Business and Human Rights," and "the ten principles of the UN Global Compact."

We expect our supply partners to follow the same principles and guidance toward human rights and working conditions within their businesses.

Responsible Sourcing of Materials and Product Sustainability

KAVX leads the industry in its commitment to economic, environmental, and social justice as well as ensuring sustainable development. As a part of this commitment, KAVX has adopted the principles of the Responsible Business Alliance ("RBA") Code of Conduct. KAVX is fully committed to ensure that the tantalum, tin, tungsten, gold ("conflict minerals") in its products do not directly or indirectly finance or benefit armed groups that are perpetrators of human rights abuses in the Democratic Republic of the Congo or an adjoining country. KAVX has committed to this objective for 3TG materials and beyond by establishing and maintaining responsible and transparent supply chains. KAVX is committed to the responsible sourcing of minerals which directs sourcing be conducted in an ethical and sustainable manner that safeguards the human rights in our global supply chain. As part of this commitment, KAVX will exercise due diligence on all applicable suppliers in accordance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. Find our policy here: <https://www.kyocera-avx.com/docs/corporate/Responsible-Minerals-Sourcing-Policy.pdf>

Under this policy, KAVX requires all suppliers of any materials listed above to:

1. Create a Responsible Minerals Sourcing Policy and provide it to KAVX via website or on request.
2. Implement a due diligence program in accordance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.



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3. Identify all smelters/refiners of 3TG minerals as well as other minerals of concern in their supply chain and require that they participate in the Responsible Mineral Initiative's ("RMI") Responsible Mineral Assurance Process.
4. Provide completed applicable RMI Conflict Mineral Reporting Templates at a minimum annually and upon request from KAVX directly or through an identified third-party partner.
5. Ensure all smelters/refiners meet the relevant Responsible Mineral Assurance Process Standards required to be classified as conformant or are actively pursuing such designation.
6. Disclose smelter and refinery changes in a timely manner.
7. Remove high-risk smelters/refiners as identified by KAVX.
8. Proactively provide updates to KAVX when changes to information in their RMI Conflict Mineral Reporting Template or other applicable reporting templates occur.
9. Permit KAVX, upon reasonable prior notice, to audit supplier's responsible mineral sourcing due diligence documentation.

Environmental Sustainability

KAVX is committed to protect the environment at all locations and to comply with all applicable governmental laws, regulations and requirements relating to the protection of the environment. KAVX is committed to continuously improving activities, systems, and products to enhance environmental performance, achieve intended outcomes and prevent pollution.

We expect our supply partners to support the KAVX environmental sustainability goals by complying with all applicable environmental laws, rules and regulations while also using resources wisely. Supply partners are expected to align with KAVX commitments by developing and implementing their own environmental sustainability program focused on conservation of natural resources.

Implementation of Sustainability Standards in the Supply Chain

KAVX supply partners and all their subcontractors must abide by the requirements of this Policy, including identifying risks within their supply chains and taking appropriate measures to address them. Any surveys, questionnaires, or direct requests for documentation by KAVX must be fulfilled in a timely manner.

Quality Compliance

KAVX is committed to complying with our corporate quality policy.

As part of our strategic plan, each person is accountable for product quality by ensuring we are:

- Consistently exceeding customer expectations and product requirements through continuous improvement of our quality management systems.
- Creating and nurturing a quality culture through education and training.
- Fostering a "zero defect" mindset throughout the organization.



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Supply partners are expected to also maintain these standards. This includes, without limitation, that all purchased materials used in the manufacturing of goods meet a minimum of an ISO9001 quality management system.

Audit and Corrective Action Process

KAVX reserves the right to conduct audits to ensure compliance with these requirements. We also will take appropriate measures, including discontinuing any relationship with a supply partner, should that partner violate, fail to correct, or have a pattern of violating this policy. Supply partners are required to cooperate with the KAVX audit which could come directly from KAVX or through a third-party auditing firm utilized by KAVX.

Compliance, Monitoring and Reporting

KAVX complies with all applicable legal requirements and works to prevent incidents or conditions that might result in a violation of law. We monitor our operations and our supplier partners for potential violations and act if violations occur, up to and including termination of employment or contract.

KAVX will report our engagement and actions with our supply partners in our yearly report to meet the requirements of ESG due diligence in supply chain laws. We expect our supply partners to actively participate in their own Environment, Social and Governance programs.

We have established a process for reporting concerns about any potential human rights or business risks through: **Reporting of Concerns Relating to Compliance or KYOCERA AVX'S Code of Business Conduct and Ethics** found here: <https://www.kyocera-avx.com/contact-us/reporting-misconduct/>. Employees, supply partners, and business partners can make anonymous reports via this method.

We publish our values, principles, policies, and practices that this policy reinforces on our website. These documents can be found here: [Kyocera-avx.com](https://www.kyocera-avx.com).

COMPLIANCE WITH THIS POLICY

KAVX regards the provisions of this Supplier Code of Conduct and Sustainability Policy, to be essential for the business relationship between KAVX and their supply partners. Therefore, compliance with the provisions herein is essential for the business relationship between KAVX and the supply partner which is acknowledged and agreed by the supply Partner. In case of significant breaches by the supply partner of this Supplier Code of Conduct and Sustainability Policy KAVX reserves the right to terminate the business relationship with the supply partner subject to applicable laws. The supply partner will support the KAVX implementation of legally required and other due diligence processes by actively participating in related initiatives. KAVX reserves the right to audit the supply partner's compliance with this policy which are consistent with RBA principles.



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The Supply Partner will use its best efforts to be familiar with the business practices of its suppliers, sub-contractors, and other business partners and to require all such suppliers, subcontractors, and business partners to comply with this Supplier Code of Conduct and Sustainability Policy or the values laid down herein.