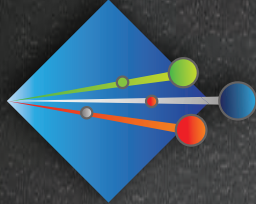


Ethical Sourcing



rapidconnect
BY ANDERSON

Ethical Sourcing

Our Ethical Sourcing Program, which includes our 10 Rules to Trade, guides and governs the sourcing, manufacturing and supply of our products. This supplier code of conduct aims to protect workers' rights and the environment, and strengthen our supplier relationships and commitment to traceability, transparency and sustainability.

The program has a robust testing framework, designed to provide assurances in areas such as fire and safety, electrical, structural or environmental issues, and workers' rights. It also supports suppliers where necessary with corrective action and remediation. Forced labour, child labour and minimum wage are serious matters that are covered in our 10 Rules To Trade. We have a zero-tolerance stance on these matters and identified breaches are dealt with accordingly.

10 RULES TO TRADE

Before partnering with a supplier, we ensure that they understand how to adhere to our 10 Rules To Trade, which covers important issues like worker conditions, banned materials, the prohibition of child labour, environmental practices, bribery and corruption.

1. NO CHILD LABOUR

The supplier and their subcontractor shall not employ a worker under the age stipulated by the local/regional legal limit.

2. NO FORCED LABOUR

The supplier, manufacturer and subcontractor supplying goods to Anderson Corporation shall not allow any form of forced, involuntary or prison labour.

3. NO DISCRIMINATION OR HARASSMENT

There shall be no discrimination in the hiring of workers; no physical, sexual or verbal harassment or abuse will be permitted in the work place.

4. RESPECT FOR FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

All employees shall have the right of association, union membership and collective bargaining as well as adequate workers representation. Where the rights to either are restricted under law, the appropriate channels to ensure a reasonable and independent exercise of such rights must be designed.

5. WORKING CONDITIONS ARE SAFE AND HYGIENIC

Suppliers and subcontractors shall provide a safe and healthy workplace environment as per minimum requirements of the local and regional laws. All facilities must be structurally sound, hold a building safety certificate, and meet local compliance standards.

6. MINIMUM WAGES PAID

All suppliers and subcontractors shall ensure that wages paid for a working week must be at least the minimum national industry benchmark standards or collective bargaining agreement, should this latter be higher.

7. FAIR WORKING HOURS

Working hours for all workers shall comply with national / local laws and industry benchmark standards.

8. RESPECT THE ENVIRONMENT

Suppliers and subcontractors shall be committed at all times to respect the environment and shall comply, at least, with the standards and requirements of the applicable local and international laws and regulations.

9. NO BRIBERY AND CORRUPTION

Under no circumstances will Anderson Corporation tolerate the practice of bribery and corruption in any shape or form in dealings with a supplier or subcontractor or any of their employees, or associated parties.

10. 10 RULES TO TRADE

All suppliers and subcontractors agree to implement and integrate, these 'Rules To Trade' and applicable laws into its busin



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