



"Accelerate your success"

Tenere Inc. Supplier Code of Conduct Policy

Tenere Inc. is committed to upholding high standards of ethics, integrity, and social responsibility in our business operations and supply chain. In part, this is demonstrated through the compliance with the Electronic Industry Citizenship Coalition (EICC) requirements, an alliance of companies who share the commitment to ensure working conditions in the supply chain are safe, the workers are treated with respect and dignity, and that business operations are environmentally responsible. We do this with close partnership of our customers and also with our supply chain.

Supplier Expectations:

We expect our suppliers to share our commitment to ethics, integrity, and social responsibility. The term "supplier" means any person or entity that provides Tenere with Goods or Services. As a supplier to Tenere you agree to the following:

1. The supplier will comply with all laws and regulations applicable to its business and operations
2. The supplier will read and comply with the EICC Code of Conduct. For a copy of the Code of Conduct, please visit:
<http://www.eiccoalition.org/standards/code-of-conduct/>.
3. Complete and return information regarding mineral country of origin on parts supplied to Tenere, utilizing the most recent EICC Conflict Minerals Reporting Template, located online at:
<http://www.conflictreesourcing.org/conflict-minerals-reporting-template/>.
4. Provide product related materials declarations for European Union Directive 2011/65/EU "Restriction of Hazardous Substances" (RoHS), European Union Regulation (EC) 1907/2006 on "Registration, Evaluation, Authorization, and Restriction of Chemicals" (REACH), and other requested product content legislation.
5. Participate in and support Tenere's efforts to periodically validate our suppliers' compliance with this Policy through assessment questionnaires and validation audits.
6. The supplier will read and comply with the Tenere Supplier Conduct Principles
7. The supplier will respond to all Tenere inquiries and questionnaires in a clear, concise, and complete manner within the time period requested. This is to include, but not be limited to, queries on compliance validation and assessments.

Tenere is excited to work with our suppliers to enable a supply chain that is high in ethics, social, and environmental responsibility. But, Tenere will actively reconsider our willingness to partner with any supplier who fails to comply with this Policy and/or the EICC Code of Conduct.