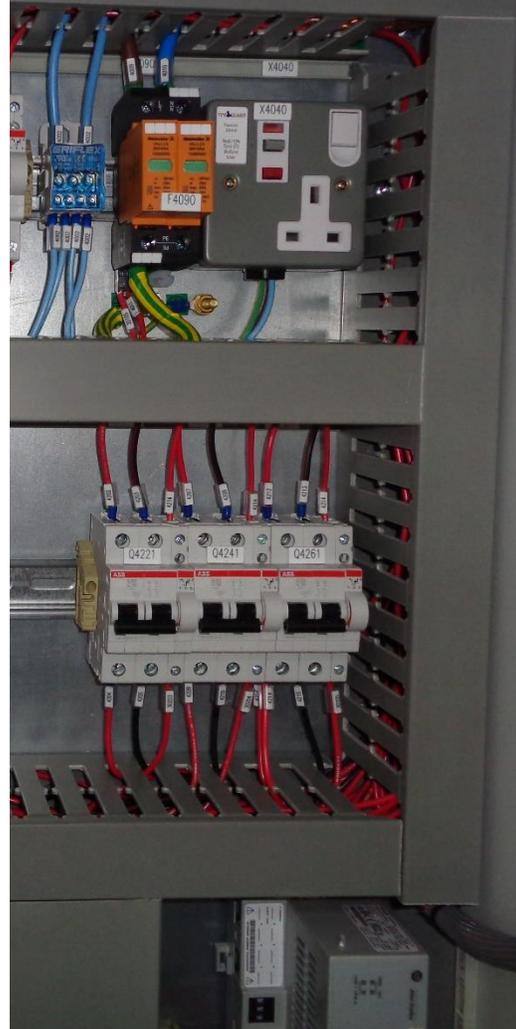


Responsible Sourcing Partners 2020



Process Control Panels

Process Control Panels has defined a Responsible Sourcing Process that focuses on two main challenges. First, ensuring that all our suppliers comply with our defined sustainability standards. Second, we aim to purposefully work with our strategic suppliers to continuously improve sustainability standards in our value chain.

1. Fair working conditions

Our suppliers are required to ensure fair working conditions. This includes:

- *Giving employees the right to rest and recuperate and providing them with fair compensation and benefits.*
- *Prohibiting discrimination relating to, but not limited to, race, colour, gender, sexual orientation, religion, political affiliation, trade union membership, disability, nationality, social origin or age.*
- *Prohibiting child labour as defined in ILO Convention No. 138.*
- *Respecting the rights of employees to freedom of assembly and association.*
- *Demonstrating zero tolerance for forced labour based on the following three principles:*
 1. *Every worker should have freedom of movement*
 2. *No worker should pay for a job*
 3. *No worker should be indebted or coerced to work*

2. Plant and process safety

The design and operation of our suppliers' production plants and manufacturing processes must be safe for their employees, the public and the surrounding communities. Land rights of communities, including indigenous peoples, must be protected and promoted. Risk assessments must be carried out for all production facilities. Processes that may lead to serious incidents must be identified, and their hazards and risks must be thoroughly analyzed. Adequate corrective actions must be taken to minimize identified risks.

This also includes the handling, storage and transportation of materials, which must be conducted in a manner that is safe for human health and the environment.

3. Product safety

Our suppliers' products must be safe for their intended use in terms of human health and the environment. They must also ensure that the information necessary for the safe handling and use of their products is available. Special attention must be paid to hazardous materials. In this case, product safety must be evaluated in a risk assessment process.

Products and services will be delivered according to agreed specifications and research and is conducted responsibly.

Ensuring that sensitive information / data is accessible to only authorised individuals, and is not disclosed to unauthorised individuals or the public unless appropriate and lawful

4. Fair competition and anti-corruption.

Our suppliers are required to be honest in their dealings with others, obeying all applicable laws and corresponding regulations governing fraud, bribery and corruption. Our suppliers must be committed to the principles of fair competition and comply with the antitrust and fair competition laws of the countries in which they conduct business.

5. Environmental impact reduction

Process Control Panels Ltd is committed to reducing its environmental footprint in areas such as energy, waste and water as well as driving progress toward a circular economy. We expect our suppliers to support us in achieving our goals and to set themselves targets that are as ambitious as our own. Process Control Panels Ltd acknowledges that the extent of environmental management varies between suppliers because the nature of our suppliers' operations varies widely.

6. Supply chain transparency

Process Control Panels Ltd strives to create supply chains with complete traceability to assess and monitor associated risks. We expect our suppliers to work with us on this traceability target to comply with our Responsible Sourcing Policy.

7. Reporting on breaches

Suppliers, their workers and contractors are required to report actual or suspected breaches of this Responsible Sourcing Policy as quickly as possible to Process Control Panels Ltd by phone or e-mail.

It is the policy of Process Control Panels to prohibit and actively prevent money laundering and any activity that facilitates money laundering or the funding of terrorists or criminal activity.