



# Advantech Wireless Technologies

## Code of Conduct

### Purpose

Advantech Wireless Technologies Inc.'s ("Advantech" or "The Company") Code of Conduct is based on the United Nations Global Compact's ten principles in the areas of human rights, labor, the environment and anti-corruption. These principles have universal consensus and are derived from the Universal Declaration of Human Rights, the International Labor Organization's Declaration of Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development and the UN Convention Against Corruption.

<http://www.unglobalcompact.org/>

Advantech embraces, supports and enacts, within its sphere of influence, a set of core values in the areas of human rights, labor standards, the environment and anti-corruption. We make this commitment clear to employees, suppliers, sub-contractors, customers and partners at all levels of our business and compromise in our local and global communities.

It is the policy of the Company that all of its activities should be conducted in accordance with the highest standards of fairness, honesty and integrity and in compliance with all legal and regulatory requirements. The Company expects each of you as directors, officers, employees and, where applicable, service providers to conduct your dealings on behalf of the Company in accordance with this Code.



## Code of Conduct

### 1. Human Rights

We support and respect the protection of internationally proclaimed human rights. Our business community assumes the responsibility to respect human rights in the context of our own daily activities and our business relationships. We support and promote the enjoyment of human rights while also advancing our business.

Our company has a systematic management approach to human rights, including due diligence processes that cover all our business relationships. Such processes are intended to identify, prevent or mitigate the human rights risks with which our company may be involved through links to our products, operations and services.

### 2. Labor

#### 2.1. Forced Labor

Advantech does not use any forced, bonded or compulsory labor for any work or service under the menace of any penalty, and for which that person has not offered himself or herself voluntarily. All and any labor is freely given and employees are free to leave in accordance with established rules, laws and contracts.

#### 2.2. Child Labor

Advantech abides by all the basic rules and laws that under international standards distinguish what constitutes acceptable or unacceptable work for children at different ages and stages of their development. We verify that national laws and regulations stated by ILO conventions (Minimum Age Convention No. 138 and the Worst Forms of Child Labor Convention No. 182) provide the framework for national law to prescribe a minimum age for admission to employment or work that must not be less than the age for completing compulsory schooling, and in any case not less than 15 years. ILO Convention No. 182 requires governments to give priority to eliminating the worst forms of child labor undertaken by all children under the age of 18 years.

## 2.3. Discrimination and Harassment in the Workplace

All directors, officers, employees and service providers must ensure that the Company is comprised of safe and respectful environments, free of discrimination and harassment, where high value is placed on equity, fairness and dignity. Harassment on the basis of race, gender, sexual orientation, color, national or ethnic origin, religion, marital status, family status, citizenship status, veteran status, age, disability or any other status protected by law is prohibited. Harassment generally means offensive verbal or physical conduct that singles out a person to the detriment or objection of that person. Harassment covers a wide range of conduct, from direct requests of a sexual nature to insults, offensive jokes or slurs, which results in an inhospitable work environment. Harassment may occur in a variety of ways and may, in some circumstances, be unintentional. Regardless of intent, such conduct is not acceptable and may also constitute a violation of human rights legislation.

No one may harass another employee, officer, director, service provider, customer, supplier, or any other person while doing business, whether on the Company's premises or elsewhere.

### 3. Work Environment

Advantech Wireless Technologies has introduced as a standard business practice the precautionary approach to Principle 15 of the 1992 Rio Declaration that states "where there are threats of serious or irreversible damage, lack of full scientific certainty shall not be used as a reason for postponing cost-effective measures to prevent environmental degradation".

We have a responsible commitment to the use of finite resources when it relates to standards of environment, health and safety.

We all have the right to work in an environment that is safe and healthy. In this regard, we must:

- (b) follow work instructions or procedures on health and safety laws;
- (c) not engage in illegal or dangerous behaviours; and
- (d) not possess or use weapons or firearms or any type of combustible materials in the Company's facilities or at Company-sponsored functions unless you are authorized by the Company or the law to do so.

The Company has zero tolerance for acts of violence, threats of violence, acts of intimidation and hostility towards another person or group of persons. Promptly report to your supervisor or the Chair of the Governance Committee any accident, injury or unsafe equipment, practices, conditions, violent behaviour or weapons possession.



### 3.1 Environmental Responsibility

Advantech continuously undertakes initiatives to promote greater environmental responsibility.

Such measures apply as self-regulation and are guided by appropriate codes, charters and initiatives integrated into all elements of business planning, decision-making and fostering openness and dialogue with employees and the public.

### 3.2. Global Environment

We encourage the development and use of environmentally friendly technologies that protect the environment, use all resources in a sustainable manner, recycle their wastes responsibly and handle residual wastes in a more acceptable manner than the technologies for which they were substitutes. They include a variety of cleaner production process and pollution prevention technologies as well as end-of-pipe and monitoring technologies. Moreover, we also consider total systems including know-how, procedures, goods and services and equipment as well as organizational and managerial procedures.

## 4. Fair dealing

All dealings undertaken on the Company's behalf should be conducted in a manner that preserves the Company's integrity and reputation. It is the Company's policy to deal fairly with the Company's shareholders, customers, suppliers, competitors and employees. No employee, officer, director or service provider should take unfair advantage of anyone through manipulation, concealment, abuse of privileged information, misrepresentation of material facts, or any other unfair-dealing practice.

## 5. Reporting of any illegal or unethical behavior or code violations

The Company promotes ethical behavior and encourages each employee, officer, director and service provider to talk to the CEO, and Executive Team when in doubt about the best course of action in a particular situation.

If an illegal, dishonest or unethical act, including a possible violation of the Code or any other Company policy or legal requirement of another employee, officer, director or service provider is discovered or suspected it must be reported. If anonymity is preferred the Company's Ethics Reporting/Whistleblower system should be used. Undue delay in reporting a suspected or discovered violation is itself a violation of this Code.



The Company will not allow retaliation for reports or complaints regarding suspected violations made in good faith. Open communication of issues and concerns without fear of retribution or retaliation is vital. Act or threats of retaliation should be reported immediately.

The Company will take such disciplinary or preventative action as it deems appropriate to address any violations of this Code that are brought to its attention.

## 6. Anti-Corruption

Advantech Wireless Technologies works against corruption in all its forms, including extortion and bribery. We assume full responsibility for the challenges of eliminating corruption.

We will not tolerate any corruption in any form or variation in degree, whether it be from the minor use of influence to institutionalized bribery.

## 7. Suppliers Compliance

Advantech Wireless Technologies encourages and requires its suppliers and sub-contractors to comply with this Code of Conduct. Upon request, the suppliers and sub-contractors must provide appropriate information so Advantech is able to verify this statement.

### Code of Business conduct and ethics – Statement of compliance

I have read and understand the Company's Code of Business Conduct and Ethics (the "Code") for employees, officers, directors and service providers.

I agree to comply with the terms, policies and guidelines contained and referenced in the Code, both during and after appointment or employment.

To the best of my knowledge, I am not involved in any situation that conflicts or might appear to conflict with the Code, except as disclosed in the Company's most recently filed prospectus or other publicly filed continuous disclosure document.



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Name (Please print)

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Position Title

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Date (mm/dd/yy)

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Signature