

Newport Wafer Fab Social Responsibility Business Code of Ethics

Purpose

This document outlines the social responsibility frame work employed by Newport Wafer Fab Ltd. These ethics are designed into Newport Wafer Fab's social responsibility management system. A system which aligned to the NWF **SEEL**

Safety: Our safety management systems benchmarked to OHAS18001 standard

Ensuring NWF is safe and health place to work

Environment: Our sustainability management systems benchmarked to ISO14001 standard

Safeguarding our environment for future generations

Ethics: Our behaviour management systems benchmarked to the EICC code of conduct

Treating everyone with respect 'doing things the right way

Labour: Our staff management systems benchmarked to the EICC code of conduct

Making NWF a great place to work



NWF Business Ethics

- As an important part of our community, we support projects and activities that promote human development. We believe in the power of the global society
- We apply the principles of humane treatment, we do not tolerate threats, corporal punishment, sexual harassment, gender, passive aggressive or verbal abuse
- We respect and protect intellectual property rights
- We support freely chosen employment
- We provide hygienic food preparation facilities at the Welsh Government standard
- We continuously communicate with our suppliers about SR requirements and monitor for compliance
- **We have a zero-tolerance policy for violations of our Code of Ethics and EH&S**
- We only do business with mining companies which respect human rights and are not involved in financing armed groups
- We protect the privacy of information of the business, customers, suppliers and employees
- We comply with all regulations that prohibit or restrict specific substances
- We do not employ children or do business with companies that employ them.
- “We protect the future of our children.”
- We do not tolerate discrimination of any type (race, gender, age etc)
- We do not take advantage of our colleagues, suppliers or customers
- We do not participate in or approve conspiracies
- Our employees, suppliers and customers do not suffer any repercussions for raising issues or complaints
- It is our responsibility to identify and control all workplace hazards in order to prevent occupational illness and injuries
- We respect freedom of association and right to join a union
- We provide a workplace that is clean, organised and safe
- We fulfil all applicable legal and customer environmental requirements
- We reduce significant environmental impacts to preserve the environment



**All permanent staff at Newport Wafer Fab are shareholders of the company
Our Management team and Culture Clubs will continue to adapt our social responsibility process to the changing needs of global community**