

# Calex Electronics Code of Conduct

## Introduction

At Calex Electronics Limited, our mission is to design and manufacture the highest-quality infrared temperature measurement solutions. As part of this objective, we strive to operate as a profitable, responsible, and sustainable business, following the highest standards of integrity, ethics, and professional conduct.

This Code of Conduct sets out the principles and expectations that guide how we operate as a company. It applies to all employees, directors, and anyone acting on behalf of Calex Electronics Limited. It establishes the standards of behaviour expected throughout our business.

## Human Rights and Labour Practices

### Employment Standards and Non-discrimination

Calex Electronics supports equal employment opportunities and maintains a workplace free from discrimination. Employment decisions are based on merit, qualifications, and business needs.

Employees must treat colleagues, customers, suppliers, and other stakeholders with dignity and respect. Physical abuse, harassment, intimidation, bullying, discrimination, and sexual misconduct will not be tolerated.

### Child and Forced Labour

Calex Electronics prohibits all forms of child labour, forced labour, human trafficking, and any other form of modern slavery in our operations and expect the same standards throughout our supply chain.

### Wages and Working Hours

Calex Electronics is committed to fair compensation for work carried out and lawful working practices. We comply with all applicable employment laws and regulations relating to wages, working hours, overtime, and employee benefits.

We are committed to providing fair compensation and maintaining working conditions that support the health, wellbeing, and financial security of our employees. Calex Electronics complies with the requirements of the National Minimum Wage Act 1998 and the National Minimum Wage Regulations 2015, including any updates and amendments.

## Health, Safety and Environmental Responsibility

### Health and Safety

The health, safety, and wellbeing of our employees are important to us. We provide and maintain a healthy working environment in compliance with applicable laws and regulations. Employees are expected to follow all health and safety procedures, report hazards and incidents promptly, and actively contribute to maintaining a safe workplace.

### Environmental Responsibility

Calex Electronics conducts its business operation in an environmentally responsible manner. We seek to reduce waste and minimise our environmental impact. We also strive to ensure that materials and components used in our products are sourced responsibly and legally.

## **Business Ethics and Integrity**

### **Anti-Bribery and Corruption**

Calex Electronics conducts business honestly, fairly, and ethically. Employees and representatives must not offer, give, solicit, receive, or accept bribes, kickbacks, or any other improper advantage.

All employees must comply with applicable anti-corruption and anti-bribery laws and support a culture of integrity in all business dealings.

### **Conflicts of Interest**

Employees must avoid situations in which personal, financial, or other interests could interfere, or appear to interfere, with their ability to act in the best interests of Calex Electronics.

Any actual, potential, or perceived conflict of interest must be disclosed promptly to management so that appropriate action can be taken.

### **Fair Competition**

Calex Electronics supports fair and lawful competition and conducts its business in accordance with applicable competition and antitrust laws. Employees must not engage in anti-competitive conduct.

### **Confidentiality and Information Protection**

Employees must protect confidential, proprietary, and sensitive information relating to Calex Electronics, its customers, suppliers, business partners, and employees.

Confidential information may only be used for legitimate business purposes and must not be disclosed to unauthorised individuals or organisations. Employees are expected to safeguard company data and comply with applicable data protection and information security requirements.

## **Quality and Continuous Improvement**

### **Quality**

Building quality products is central to the success and reputation of Calex Electronics. We are committed to designing, manufacturing, and delivering products and services that meet customer requirements, applicable standards, and agreed specifications.

Employees are responsible for performing their duties with care, competence, and attention to quality, ensuring that our products consistently meet the high standards expected by our customers.

### **Continuous Improvement**

Continuous improvement is promoted across all aspects of our operations. We actively seek opportunities to improve quality, efficiency, customer satisfaction, and business processes.

Employees are encouraged to identify improvements, report concerns, and contribute to corrective and preventive actions. We maintain processes to address deficiencies identified through audits, inspections, reviews, and other performance assessments.

## **Reporting Concerns**

All employees have a responsibility to report concerns regarding misconduct, unethical behaviour, safety risks, or breaches of this Code of Conduct.

Reports made in good faith will be treated seriously and investigated appropriately. Calex Electronics prohibits retaliation against any individual who raises a concern or participates in an investigation in good faith.

## **Commitment**

Compliance with this Code of Conduct is a condition of employment and engagement with Calex Electronics Limited. By adhering to these principles, we help protect our reputation, strengthen our business, and uphold our commitment to customers, colleagues, suppliers, and other interested parties.