

TECH DESIGN LTD

Code of conduct for vendors and suppliers

1. Forced labor

There is no use of forced labor, whether in the form of prison labor, indentured labor, bonded labor or otherwise.

2. Child labor

No one may be employed under the age of 16 (or 14 if the applicable law permits such employment), or under the age of fulltime compulsory education if the age in the country of manufacture is over 15.

3. Harassment or abuse

Workers are treated with respect and dignity. Workers are not subjected to physical, verbal, sexual or psychological harassment or abuse in connection with their employment.

4. Health & Safety

Employers provide a safe and hygienic working environment to avoid avoidable work-related accidents and injuries.

5. Non-discrimination

Workers should be employed and remunerated on the basis of their ability to do their job, rather than on the basis of their gender, race, religion or cultural beliefs.

6. Freedom of association and collective bargaining

Suppliers shall respect the right of employees to associate or not to associate with groups of their choice, provided that such groups are legal in the country where the merchandise is manufactured. Suppliers must not interfere with, hinder or prevent legitimate related activities.

7. Salaries and benefits

Employers must recognize that wages are essential to meet the basic needs of their employees. Employers must compensate workers for all work performed, paying at least the minimum wage required by law or the prevailing wage in the industry, whichever is higher, and providing benefits as required by law.

8. Working hours

Within the framework of normal working hours, suppliers' plants must regularly strive to achieve a 60-hour working week. Employees shall not work more than 72 hours in any 6-day period, or more than 14 hours in total in any continuous 24 hour period, and shall limit such work to peak periods. Workers must not be asked or required to take their work home or off the premises, and must be given one full day off per seven-day week.

9. Overtime

It is understood that overtime is often necessary in the manufacturing process. In addition to remuneration for normal working hours, workers must be paid for overtime at the premium rate laid down by law or, in countries where there is no legal standard, at industry standards. In no case may this rate be lower than the normal hourly rate. Plants must conduct their operations in such a way as to limit overtime to a level that guarantees productive and humane working conditions.

10. Compliance with the law

All the standards set out in this code of conduct are subject to the compliance with applicable local legislation. All sellers must conduct their business in full compliance with the laws of the manufacture country. If any of the standards set forth in this Code of Conduct are, in Seller's judgment, deemed to violate any applicable local law, Seller shall promptly notify TECH DESIGN Ltd in writing.

11. Environment

Procedures and standards for waste management, handling and disposal of chemicals and other hazardous materials, emissions and effluent treatment must meet or exceed minimum legal requirements.

12. Subcontractors

All subcontractors must be disclosed to TECH DESIGN Ltd prior to production, and all subcontractors must be approved in advance by TECH DESIGN Ltd.

Any subcontractor retained by a TECH DESIGN Ltd supplier must be in compliance with this Code of Conduct and each TECH DESIGN Ltd supplier is responsible for ensuring that its subcontractors are in compliance with the Code of Conduct.

subcontractor compliance.

_____ (Name of authorized signatory) on behalf of _____ (Supplier's legal number), acknowledge that I have fully understood the above requirements and declare that they will be applied without delay.

TECH DESIGN LTD

Factory name : _____

Name of authorized signatory : _____ Name of authorized signatory : _____

Signature with company chop : _____ Signature with company chop: _____

Title : _____ Title : _____

Date : _____