



March Networks

Supplier Code of Conduct - 2020

MARCH NETWORKS is committed to socially responsible, professional, and ethical business practices and strives to align this commitment with MARCH NETWORKS's purchasing policies. This Code of Conduct summarizes what MARCH NETWORKS expects of suppliers, vendors, and contract manufacturers ("Supplier") and reflects MARCH NETWORKS' concern for all individuals, including Supplier's workers. While local customs and laws vary by country, the importance of human rights is a worldwide and universal constant and this Code of Conduct is intended to reflect that importance.

Labor conditions

Child labor: Suppliers must ensure that child and underage labor is not used and that the employment of young workers adheres to International Labor Organization standards, the OECD Guidelines for Multinational Enterprises and local regulations.

Respect for the basic human rights of employees

Forced/slave/involuntary labor: Supplier shall not use forced or involuntary labor of any kind, including but not limited to prison labor, slave labor, debt bondage, indentured labor or otherwise. Supplier shall comply with the maximum number of working hours laid down in the applicable local laws.

Fair wages/benefits: Supplier must pay workers at least the minimum wage required by the applicable local laws and provide all legally mandated benefits including holidays and leaves and applicable premium rates for overtime. Supplier shall not make any deductions from worker wages as a disciplinary measure.

Discrimination: Workers shall be employed, promoted and compensated based on their ability to perform their job rather than on the basis of gender, race, religion, age, sexual orientation, pregnancy, marital status, political affiliation, union membership, social association, ethnicity or any other status protected by applicable local laws or custom.

Harassment and disciplinary practice: Supplier shall be committed to creating a workplace free of harassment and shall not subject workers to any form of harsh or inhumane treatment, including sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse.

Freedom of association: To recognize, as far as legally possible, the right of free association of employees and to neither favor nor discriminate against members of employee organizations or trade unions.

Health and safety

Workplace and occupational safety: Supplier must provide a safe and healthy workplace and adequate procedures and training to their employees to prevent accidents and injury in the course of performing their work related duties, Supplier must have evacuation procedures, appropriate first aid supplies, fire detection and suppression equipment as well as clearly marked exit facilities.

Hazardous substances: Supplier must post material safety data sheets in the primary language of workers and train workers in the labeling, safe handling, use and storage of any hazardous materials.

Environment

Supplier shall take the necessary precautions and comply with local and international environmental and other laws to regulate air emissions, solid and waste water disposal, and proper use and disposal of hazardous substances.

Supply chain

Supplier shall use reasonable efforts to promote among its suppliers compliance with this Code of Conduct.

Anti-bribery compliance

Supplier will not directly or indirectly, offer, give, or issue authorization to offer or give, any money, gift, bribes, kickbacks or anything of value (this includes gifts, travel, meals and entertainment) to anyone, including but not limited to foreign or government officials, employees or representatives of any government or government agency, private or public company, or public or international organization, or to any other party, that is or could be perceived as intended, directly or indirectly, to improperly influence a person in order to obtain any unfair competitive advantage or to obtain or retain business related in any way to March Networks.

Conflicts of interest

Supplier will not engage in any activity with March Networks or its employees, agents or affiliates that would interfere with its contractual responsibilities to March Networks or that may be perceived as a conflict of interest that could reasonably be likely to interfere with such responsibilities. Conflicts of interest may include, but not be limited to, March Networks personnel being its officers, directors or shareholders, payment of incentives to March Networks personnel, or any economic or family relationship with March Networks personnel. In the event Supplier become aware of a conflict of interest, Supplier will promptly notify March Networks.

Conflict minerals

Supplier shall take reasonable efforts to avoid in its product the use of raw materials that directly or indirectly finance armed groups that violate human rights.

Implementation and Documentation

MARCH NETWORKS expects that Supplier shall comply with all federal and local rules and regulations relating to production, workers, and the environment. In addition, MARCH NETWORKS requires Supplier to understand this Code of Conduct and take all necessary steps to act in accordance with this Code of Conduct. Supplier shall retain on-premises documentation needed to demonstrate compliance with this Code of Conduct and provide MARCH NETWORKS or MARCH NETWORKS's representatives with access to such documentation and Supplier's facilities for auditing purposes, with appropriate confidentiality measures in-place to protect privacy.