



ETHICS POLICY

The Management of Delta Electronics (Slovakia), s.r.o. which focus on design and manufacture of electrotechnical products, electric machines and measuring instruments commits to uphold the highest standards of ethics and general good practice conduct in all business areas, fully adhere and honor Constitution of SR, government regulations and laws, as well as Code of Conduct of the company build on RBA Code of Conduct and SA 8000 ethics policy standards as follows:

- 1) Management and all employees shall **comply with all governing laws and regulations** and perform their duties with high integrity.
- 2) Management and all employees shall **use the company's assets in an economical and efficient way** and avoid any damage, steal or loss. Misuse or illegal use of Delta assets is strictly prohibited.
- 3) Management and all employees shall adhere the highest standards of **business integrity** in all business interactions. Any and all forms of corruption, extortion and embezzlement are strictly prohibited.
- 4) Bribes, gifts or other means of obtaining undue or **improper advantage** cannot be offered or accepted by any of the employee.
- 5) **Information** regarding business activities, structure, financial situation and performance is to be **disclosed** in accordance with applicable regulations and prevailing industry practices.
- 6) **Intellectual property** rights are respected by Delta; transfer of technology and knowhow is to be done in a manner that protects intellectual property rights.
- 7) Delta shall adhere standards of **fair business**, advertising and competition.
- 8) Delta shall ensure **protection of identity**, meaning that there shall be no retaliation or harassment of employees who report possible violations or other concerns.
- 9) To enter into a deceitful (secret) agreement, with purpose to defraud and/or gain an unfair advantage over a third party, competitors, consumers or those with whom they are negotiating is considered as **collusion that is strictly forbidden and prohibited by Delta**.
- 10) The management team as well as every employee shall conduct all activities towards to encourage **community engagement** to help foster social and economic development.



Miroslav Šagát
HR Manager



Chi - Ming Yu
General Manager

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