

Code of Conduct

Advanced Illumination commits to compliance with the following basic principles and values in dealing with employees, customers, suppliers, society, and the environment.

Legal Compliance

- We comply with the laws of the applicable legal systems.

Respect for Human Rights of Employees

- Promote equal opportunities regardless of race, gender, age, disability, religion, etc.
- Respect dignity, privacy, and individual rights.
- No forced labor.
- No harassment or abuse.
- Ensure fair remuneration and national minimum wage.
- Comply with statutory working hours and rest periods.
- Recognize freedom of association without discrimination.

Prohibition of Child Labor

- No employment of individuals under the age of 15.
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Health and Safety

- Responsibility for workplace health and safety.
- Risk reduction and accident prevention.
- Provide safety training and maintain a health and safety management system.

Prohibition of Corruption and Bribery

- No form of corruption or bribery is tolerated.
- No unlawful payments or benefits to influence decisions.

Fair Competition and Anti-Trust

- Act according to competition laws.
- No price fixing, market division, or bid rigging.

Environmental Protection

- Comply with environmental laws and standards.
- Minimize pollution and continuously improve environmental performance.
- Maintain an environmental management system.

Revision history

Revision	Date	Who	Change	DCN
A01	June 16, 2025	Zita Hoey	New issue	

Confidentiality and Data Protection

- Process personal data lawfully and for legitimate purposes only.
- Protect business secrets from unauthorized access.

Responsible Sourcing

- Avoid raw materials from conflict or high-risk areas linked to human rights violations or terrorism funding.

Export Control

- Comply with import/export regulations.
- No business with entities on applicable sanctions lists.

Supply Chain

- Apply non-discrimination in dealing with suppliers.

Whistleblower Protection

- Operate a whistleblower system for reporting suspected violations.
- Investigate all reports received.


Change Clause

The Code may be updated in line with compliance program changes.

Consent

Confirmation of acceptance and agreement to comply with the Code's principles.

Date: 6/16/2025 Mandy Cole

Signature: 

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