



SeSemi Electronics Ethics Policy

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The policy of SeSemi Electronics Ltd, is to comply with ISO 9001 standard.

SeSemi Electronics will determine, provide and maintain the environment necessary for the operation of its processes and to achieve conformity of products and services.

Our ethical principles are the values that set the ground rules for all that we do as employees of SeSemi Electronics Ltd. As we seek to achieve our quality objectives, we will be challenged to balance these principles against each other, always mindful of our promise to shareholders, customers and vendors that we will achieve those objectives.

Our principle objectives are:

- On Time Delivery of component parts.
- Supplier Delivery Performance Targets.
- Customer Returns
- Supplier Rejects
- Customer satisfaction indicators such as credit notes, OTIF scores, complaints and compliments.

At SeSemi we recognize the importance of credibility, integrity and trustworthiness to our success as a business. We are committed to upholding high ethical standards in all our operations. We believe in the principles of honesty, fairness, and respect for individual freedoms.

Our Ethics policy does not stop there. Even where the law is permissive, the company chooses the course of highest integrity. A well-founded reputation for scrupulous dealing is itself a priceless company asset.

We care how results are obtained, not just that they are obtained. Management and employees should deal fairly with each other and with our suppliers, customers, competitors, and other third parties.

We expect compliance with our standard of integrity throughout the organization and will not tolerate employees who achieve results at the cost of violation of law or who deal unscrupulously.

We expect candour from employees at all levels and adherence to policies and internal controls. Our management will not work without honesty.

SeSemi Ethical principles are:

- **HONESTY:** We will not say things that are false. We will never deliberately mislead. We will be as candid as possible, openly and freely sharing information, as appropriate, responsible and reasonable to the relationship.
- **PROMISE-KEEPING:** We will go to great lengths to keep our commitments. We will not make promises that can't be kept and we will not make promises on behalf of the Company unless we have the authority to do so.
- **FAIRNESS:** We will create and follow a process and achieve outcomes that a reasonable person would call just, even-handed and non-arbitrary.
- **RESPECT FOR OTHERS:** We will be open and direct in our communication, and receptive to influence. We will honour and value the abilities and contributions of others, embracing the responsibility and accountability for our actions in this regard.
- **COMPASSION:** We will maintain an awareness of the needs of others and act to meet those needs whenever possible. We will also minimize harm whenever possible. We will act in ways that are consistent with our commitment to social responsibility.
- **INTEGRITY:** We will live up to high ethical principles, even when confronted by personal, professional and social risks, as well as economic pressures.



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Conflicts of Interest

It is the policy of SeSemi that management and employees are expected to avoid any actual or apparent conflict between their own personal interests and the interests of the Company. A conflict of interest can arise when a manager or employee takes actions or has personal interests that may interfere with his or her objective and effective performance of work for the Company. For example, management and employees are expected to avoid actual or apparent conflicts when dealing with suppliers, customers, competitors, and other third parties. Managers and employees are expected to refrain from taking for themselves opportunities discovered through their use of corporate assets or through their positions with the Company. Management and employees are expected to refrain from competing with the Company.

Procedures and Open Door Policy

SeSemi encourages employees to ask questions, voice concerns, and make appropriate suggestions regarding the business practices of the Company. Employees are expected to report promptly to management suspected violations of law, the Company's policies, and the Company's internal controls, so that management can take appropriate corrective action. The Company promptly investigates reports of suspected violations of law, policies, and internal control procedures.

Management is ultimately responsible for the investigation of and appropriate response to reports of suspected violations of law, policies, and internal control procedures. Management has primary responsibility for investigating violations of the Company's internal controls, with assistance from others, depending on the subject matter of the inquiry. The persons who investigate suspected violations are expected to exercise independent and objective judgment.

Normally, an employee should discuss such matters with the employee's immediate supervisor. Each supervisor is expected to be available to subordinates for that purpose. If an employee is dissatisfied following review with the employee's immediate supervisor, that employee is encouraged to request further reviews, in the presence of the supervisor or otherwise. Reviews should continue to the level of management appropriate to resolve the issue.

All persons responding to employees' questions, concerns, complaints, and suggestions are expected to use appropriate discretion regarding anonymity and confidentiality, although the preservation of anonymity and confidentiality may or may not be practical, depending on the circumstances. For example, investigations of significant complaints typically necessitate revealing to others information about the complaint and complainant. Similarly, disclosure can result from customer investigations and litigation.

No action may be taken or threatened against any employee for asking questions, voicing concerns, or making complaints or suggestions in conformity with the procedures described above, unless the employee acts with wilful disregard of the truth.

Failure to behave honestly and failure to comply with law, the Company's policies, and the Company's internal controls may result in disciplinary action, up to and including separation.

Management and employees of SeSemi will conduct business in a fair, reasonable and responsible manner! We will also abide by the ethical standards defined by our customers when we conduct business with them.

Date: 25th June 2019

Signed: A Cadle