

TELESTE SUPPLIER CODE OF CONDUCT

Teleste Corporation and its subsidiaries (“Teleste”) are committed to operate in accordance with high ethical standards. Social, ethical and environmental responsibility matters are part of Teleste’s Supplier selection and auditing processes. The purpose of this Teleste Supplier Code of Conduct (“Code”) is to ensure that Teleste’s suppliers, contractors, subcontractors and other stakeholders (collectively “Supplier”) operate in accordance with internationally recognised minimum standards on human rights, labour and the environment as well as in accordance with corporate responsibility principles outlined in this Code. The phrase “Supplier” in this Code shall, where relevant, also include all officers, employees, suppliers, contractors and subcontractors of a Supplier.

CORPORATE RESPONSIBILITY

Compliance with laws and regulations and this Code

The Supplier commits to comply with any and all applicable laws, rules and regulations in the respective countries where the Supplier operates or that are otherwise applicable to its operations.

The Supplier ensures that its own supplier(s) shall comply with any and all applicable laws and regulations and with a materially similar code of conduct that adheres to the principles of this Code.

Fair and transparent business

The Supplier competes fairly and honestly in delivering products and services. Unlawful or unethical behaviour is not tolerated.

Teleste is committed to high standards of integrity, honesty, and fairness in any and all internal and external relationships. Teleste does not authorize, condone, encourage or promote, directly or indirectly through others, unlawful or unethical behaviour, such as bribery or any other activities that may be construed as being corrupt, unlawful or unethical. The Supplier follows the same principles in its operations and actions.

Confidential information and IPRs are Teleste’s valuable corporate assets. In no event shall the Supplier misuse or disclose any information that may be Teleste’s confidential information. The Supplier conforms to all applicable laws and international treaties on intellectual property rights and does not infringe any Teleste’s or third party’s IPRs.

Prevention of money laundering

Money laundering is the practice of engaging in financial transactions to conceal the identity, source or destination of money connected with criminal activity and of creating the appearance that such money obtained originated from a legitimate source. The Supplier acts in accordance with any and all applicable international standards and applicable laws on prevention of fraud and money laundering and shall not do or omit to do anything to cause any party to be in breach of any of such international standards or laws.

PEOPLE AND ETHICS

Human rights

The Supplier respects and complies with the protection of the internationally recognised human rights such as those stated in the UN declaration and core ILO conventions in all its operations and actions and makes sure that its actions are not complicit in human rights abuses.

The Supplier commits to not use any forced or involuntary labour under any circumstances and commits to use pay and employment conditions, which are fair and reasonable, and which complies at a minimum with the applicable legislation or industry standards. Working hours shall always be agreed upon in compliance with the national legislation.

The Supplier commits not to use child labour in any of its operations and actions. The Supplier complies with local laws and regulations and international conventions regarding the use of child labour, and employs only employees who meet the minimum age requirement for their location.

Health and safety

The Supplier is committed to the safety and health of its employees and conducts its operations in compliance with applicable laws and regulations. The Supplier commits to provide a safe working environment that supports accident prevention and minimizes exposures to health risks. The Supplier complies with all applicable safety and health laws and regulations as well as international conventions and declarations in the countries in which the Supplier operates.

Non-discrimination

The Supplier supports diversity and equal opportunity. Unlawful discrimination in the workplace is not tolerated. The Supplier complies with the said commitments in all of its operations and actions as well as with applicable laws and regulations and international conventions and declarations concerning discrimination in hiring and employment practices.

Freedom of association

The Supplier respects the rights of its employees to associate freely, join or not join labour unions, seek representation, as well as to join workers' councils in accordance with local laws. Employees shall be able to communicate openly with management regarding working conditions without fear of reprisal, intimidation or harassment.

ENVIRONMENT**Environmental responsibility**

The Supplier respects the environment and is committed to operate in compliance with applicable environmental laws and regulations. The Supplier conducts its operation in a way that the environmental impacts (e.g. waste generation, energy consumption and greenhouse gas emissions) are minimized.

Responsible sourcing of minerals

The Supplier adheres to the Responsible Business Alliance (formerly EICC) code of conduct and use only tantalum, tin, tungsten and gold (3TG) sourced from responsible conflict-free sources.

RIGHT TO AUDIT

The Supplier monitors regularly its compliance with the conditions of this Code.

Upon request of Teleste, the Supplier provides Teleste an access to any and all relevant information and documents needed to verify the Supplier's compliance with the Code. Should Teleste have a reasonable ground to believe that the Supplier may be in breach of the Code, Teleste may itself or through a third party auditor, and subject to fourteen (14) days prior notice, survey the Supplier's premises to validate the Supplier's compliance with the Code. In case the Supplier, in the reasonable opinion of Teleste, is in breach of the conditions of this Code, Teleste is entitled to terminate the business relationship with the Supplier with immediate effect.

SIGNATURE

By signing this Code, the Supplier agrees to implement and adhere to Teleste's Supplier Code of Conduct as outlined above.

Place and date _____
 Company name and ID _____
 Signature _____
 Name in block letters and title _____