

At Techmer PM we have always set high standards for the way we conduct business in the areas of corporate and social responsibility, business ethics, and compliance with all applicable laws and regulations. In turn, we expect the same commitment from our suppliers. This is the why we have established the Techmer PM Supplier Conduct Principles. These principles establish the standards required for conducting business with Techmer PM. Our goal is to work with our suppliers to ensure full compliance with these principles.

Forced or Involuntary Labor, Slavery and Human Trafficking

Supplier shall not directly (or indirectly through the use of subcontractors) use any forced, indentured, involuntary, or slave labor and shall not engage in or support human trafficking.

Child Labor

Supplier will not use child labor. The term “child” refers to any person employed under the age of 15 (or 14, where the law of the country permits), or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest. We support the use of legitimate workplace apprenticeship programs that comply with all applicable laws and regulations.

Nondiscrimination

Supplier will not discriminate in hiring and employment practices on grounds of race, religion, age, nationality, social or ethnic origin, sexual orientation, gender, marital status, pregnancy, political affiliation, or disability.

Respect and Dignity

Supplier will treat all employees with respect and will not use corporal punishment, threats of violence, or other forms of physical coercion or harassment.

Health and Safety

Supplier will provide their employees with a safe and healthy workplace in compliance with all applicable laws and regulations. Supplier should strive to implement management systems to meet all compliance requirements.

Protection of the Environment

Supplier will operate in a manner that is protective of the environment. At a minimum, supplier must comply with all applicable environmental laws, regulations, and standards, such as requirements regarding chemical and waste management and disposal, recycling, industrial wastewater treatment and discharge, air emissions controls, environmental permits, and environmental reporting. Supplier should strive to implement management systems to meet these requirements.

Laws, Including Regulations and Other Legal Requirements

Supplier will comply with all applicable laws and regulations in all locations where they conduct business.

Ethical Dealings

Supplier is expected to conduct their business in accordance with the highest ethical standards. Supplier must strictly comply with all laws and regulations on bribery, corruption, labor, and prohibited business practices.

Evaluations

Techmer PM performs assessments of potential suppliers. This approach includes a preliminary evaluation and supplier assessment questionnaire.

Monitoring/Record Keeping

Supplier must maintain documentation necessary to demonstrate compliance with Techmer PM's Supplier Conduct Principles and must provide Techmer PM with access to that documentation upon Techmer PM's request.

Audit Rights

Techmer PM reserves the right to verify a Supplier's compliance with these Conduct Principles, either directly or through a third party audit. However, the majority of Techmer PM's suppliers are multi-national corporations. Therefore, upon request, Supplier will be asked to certify their compliance with these Conduct Principles. In the event that the verification or audit uncovers a violation of these Conduct Principles, the Supplier will be asked to provide correction action. The failure to provide immediate corrective action will result in Techmer PM ending the Supplier business association. In the event a Supplier refuses to certify their compliance with these Conduct Principles, Techmer will terminate the relationship with the Supplier.

Training

Techmer PM trains employees responsible for supply chain management on how to identify and respond to supply chain issues. Supplier is expected to provide training for employees on ethical and legal practices in their supply chains.

Approved for Distribution:

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