

Microsolder Ltd.**Code of Ethics and Conduct****Introduction**

The purpose of this Code of Ethics and Conduct is to establish clear guidelines for Microsolder Ltd., as well as for all its suppliers, service providers, and business partners, to ensure responsible, ethical, and sustainable operations. The document is based on the principles of social, environmental, and economic responsibility and requires compliance with lawful and fair business conduct and full respect for human rights.

Microsolder Ltd. is committed to building and maintaining a network of partners who share these values. The Code serves not only as an internal guideline but also as a fundamental pillar of collaboration. Compliance is not optional: the company reserves the right to update the document periodically and expects partners to officially accept its contents and confirm their acceptance with a signature.

General Requirements

- We consistently act against all forms of corruption and bribery; we neither offer nor accept any undue advantage.
 - We do not engage in unlawful employment practices.
 - We adhere to the rules of fair business conduct and competition and avoid conflicts of interest.
 - The Supplier agrees to comply with all applicable laws and regulations in the countries where it operates.
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Respect for Employee Rights and Human Dignity

- We are committed to maintaining a workplace free from discrimination; we do not discriminate based on race, gender, religion, ethnicity, age, political belief, or sexual orientation.
 - We respect the dignity, privacy, and personal rights of employees.
 - Abuse, harassment, and any psychological, sexual, or verbal misconduct are not tolerated.
 - Employment must be voluntary; forced labor is strictly prohibited.
 - We pay at least the legally required minimum wage and comply with regulations regarding working hours, rest periods, and overtime.
 - We respect the right to join trade unions and the freedom of association.
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Environmental Responsibility

- Support for climate protection and energy efficiency measures
 - Responsible use of resources and preference for environmentally friendly technologies
 - Use of clean, non-polluting materials, continuous improvement in minimizing waste and emissions, and environmentally safe disposal practices
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Prohibition of Corruption and Unfair Business Practices

- The Supplier shall not engage in any form of corruption, bribery, or unfair advantage.
 - Offering any unlawful benefits, gifts, or favors to public officials or business partners to influence decisions is strictly prohibited.
 - Compliance with competition law and fair market practices is mandatory.
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Whistleblowing Mechanism

- Microsolder Ltd. provides all employees, partners, and stakeholders with a safe and confidential way to report violations of the Code of Conduct, illegal activities, or ethical concerns.

All reports are investigated impartially, and whistleblowers acting in good faith are protected from any form of retaliation.

Reports can be submitted electronically via the company's website using the whistleblowing system.

Data Protection and Information Security

- The Supplier is obliged to protect personal data and business information in accordance with all applicable data protection laws, particularly the EU General Data Protection Regulation (GDPR).

Confidential data must be handled only to the extent necessary and for specific purposes, and appropriate technical and organizational measures must be taken to prevent unauthorized access, alteration, or destruction.

Continuous Improvement and Risk-Based Approach

- Compliance with the Code of Conduct is not a static requirement but part of a continuous and conscious development process.

Microsolder Ltd. and its partners work together to regularly evaluate and improve practices related to sustainability, ethical business operations, and social responsibility while proactively managing risks.

Active cooperation and the sharing of best practices are expected when applying the principles outlined in this Code.

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