

## CTC-031 Responsible Business Alliance

### Overview

The Responsible Business Alliance (RBA), formerly the Electronic Industry Citizenship Coalition (EICC), Code of Conduct establishes standards to ensure that working conditions in the electronics industry, or industries in which electronics are a key component, and its supply chains are safe, that workers are treated with respect and dignity, and that business operations are environmentally responsible and conducted ethically. InterFET has chosen to adopt and apply the elements of the code that are within its circle of control and actively pursue conformance.

### InterFET Practices

All laws, rules and regulations of the United States are applied as a natural course of business. International regulations such as conflict minerals, RoHS, REACH, and TSCA are also practiced in InterFET. Records of due diligence are maintained.

In alignment with the UN Guiding Principles on Business and Human Rights, the provisions in this Code are derived from and respect internationally recognized standards including the ILO Declaration on Fundamental Principles and Rights at Work and the UN Universal Declaration of Human Rights. InterFET seeks to continuously improve the business applications in the local sectors of Labor, Health and Safety, the Environment and Ethics.

### Labor

In Labor, InterFET is committed to uphold the human rights of workers, and to treat them with dignity and respect as understood by the international community. This applies to all workers including temporary, migrant, student, contract, direct employees, and any other type of worker.

### Health and Safety

In Health and Safety, InterFET recognizes that in addition to minimizing the incidence of work-related injury and illness, a safe and healthy work environment enhances the quality of products and services, consistency of production and worker retention and morale. Participants also recognize that ongoing worker input and education are essential to identifying and solving health and safety issues in the workplace.

### Environmental

In the Environment InterFET recognizes that environmental responsibility is integral to producing world-class JFET products. InterFET identifies the environmental impacts and minimize adverse effects on the community, environment, and natural resources within their manufacturing operations, while safeguarding the health and safety of the public.



**Disclaimer:** It is the Buyers responsibility for designing, validating and testing the end application under all field use cases and extreme use conditions. Guaranteeing the application meets required standards, regulatory compliance, and all safety and security requirements is the responsibility of the Buyer. These resources are subject to change without notice.

**Business Ethics**

Finally, for Ethics, InterFET shall apply the highest standards of integrity in all business interactions.

Participants shall have a zero-tolerance policy to prohibit any and all forms of bribery, corruption, extortion and embezzlement. Intellectual property rights are to be respected, transfer of technology and know-how is to be done in a manner that protects intellectual property rights, and customer and supplier information is to be safeguarded. InterFET commits to protecting the reasonable privacy expectations of personal information of everyone they do business with, including suppliers, customers, consumers, and employees.

Privacy and information security laws and regulatory requirements when personal information is collected, stored, processed, transmitted, and shared are secured.

**InterFET Implementation and Metrics**

InterFET has invested time, resources and energy measured in the annual Management Review where leadership can focus results. InterFET reaches out to learn best practices from industry leaders and will continuously improve its contribution to better social, health & safety and environmental frameworks.

**Signature/Date:**           *Arthur D Heald*          10-22-2021          

**Name/Title:**           Arthur D Heald/General Manager