

Electronics Industry Code of Conduct

Ergotron has always been passionately committed to conducting business with the highest ethical standards and respect for people. This is supported by Ergotron's Expectations and Behaviors, our straightforward beliefs and values regarding passion for our products and customers, passion for conducting business with the highest integrity and passion for treating people with the utmost respect and compassion.

In addition, Ergotron has voluntarily committed to support and adhere to the Electronic Industry Code of Conduct (EICC) for all of its worldwide operation facilities.

The Electronic Industry Code of Conduct outlines standards to ensure that working conditions in the electronics industry supply chain are safe, that workers are treated with respect and dignity, and that manufacturing processes are environmentally responsible.

All employees must respect and comply with all labor, health, safety and environmental laws and regulations in the locations in which Ergotron operates.

Ergotron's EICC Management Commitment consists of establishing a system for compliance and review including continuous improvements, employee commitment, establishing performance objectives, instilling open communications and feedback, establishing results and overall management accountability and ownership of EICC compliance.



Ethics Commitment

- Protection of identity, proprietary information, intellectual property and disclosure
- Improper advantage prohibited
- Adherence to fair business practices and business integrity

Environmental Commitment

- Environmental compliance and applicable permits
- Pollution prevention
- Safe disposal and handling of hazardous substance, wastewater and waste
- Airborne emissions compliance
- Product content compliance

Labor Commitment

- Freely chosen employment and association
- Child labor prohibited
- Wage, hour and benefit compliance
- Humane treatment of all people
- Non-discrimination and harassment-free environments

Health and Safety Commitment

- Adherence to occupational safety, injury and illness procedures
- Adherence to emergency preparedness, response and plans
- Clean, sanitary work and living environments provided
- Industrial hygiene compliance
- Prevention of unsafe, physically demanding work
- Machine safeguarding and protection

All Ergotron employees are required to understand, comply and adhere to the EICC guidelines. Open discussions regarding the EICC guidelines are encouraged at all times to ensure continuous improvements to Ergotron's overall business operations.