



IPC PCB Suppliers Council IPC PCB Suppliers Code of Ethics

Preamble

The IPC PCB Suppliers Council is a group of IPC members dedicated to enhancing the success of companies which service the PCB industry and the electronics industry supply chain, while adhering to high ethical standards. Therefore, the Council has set forth this Code of Ethics for its Members. Every Member of the Council agrees to accept and comply with this Code in order to fulfill their obligations to the public, to their customers and to the industry they serve.

Code of Ethics

IPC PCB Supplier Member Companies shall:

1. Comply with all applicable laws and regulations, and practice due diligence to determine which laws and regulations are applicable,
2. Be honest in dealings with customers, competitors, and employees,
3. Make business and technical decisions consistent with public safety, health, and welfare, and disclose promptly to customers factors that may constitute a hazard,
4. Do the utmost to ensure that all communications, including advertising, press releases and presentations, are truthful and issued in good faith,
5. Apply confidentiality concerning privileged information, whether dealing with a customer or competitor,
6. Provide realistic technical and financial estimates given available data, and
7. Avoid conflicts of interest, and disclose potential conflicts of interest to customers when they become evident.

Code of Ethics and Business Conduct

Treat in an Ethical Manner Those to Whom We Have Obligations

For our employees, we are committed to honesty, just management, fairness, providing a safe and healthy environment free from the fear of retribution, and respecting the dignity to due everyone.

For our customers, we are committed to produce reliable products and services and deliver on time, at a fair price.

For the communities where we live and work, we are committed to observe sound environmental

business practices and to act as concerned and responsible neighbors, reflecting all aspects of good citizenship.

For our suppliers and partners, we are committed to fair competition and the sense of responsibility required of a good customer and teammate.

We are committed to the ethical treatment of those to whom we have an obligation.

Obey the Law

We will conduct our business in accordance with all applicable laws and regulations. Compliance with the law does not fulfill our entire ethical responsibility. Rather, it is a minimum, essential condition for performance of our duties.

Work Safely: Protect Yourself, Your Fellow Employees, and the World We Live In

We are committed to providing a drug-free, safe, and healthy work environment. Each of us is responsible for compliance with environmental, health, and safety laws and regulations.

Strictly Adhere to All Antitrust Laws

Antitrust laws are the rules under which our competitive economic system operates. Their primary purpose is to preserve and promote free competition. Agreements to fix prices, allocate markets, engage in product boycotts and to refuse to deal with third parties are illegal under the antitrust laws.

It is the policy of IPC to comply in all respects with applicable antitrust laws.

Protect Proprietary Information

Proprietary company information may not be disclosed to anyone without proper authorization. Keep proprietary documents protected and secure. In the course of normal business activities, suppliers, customers and competitors may sometimes divulge to you information that is proprietary to their business. Respect these confidences. Keep proprietary documents protected and secure.

Code of Ethics

This is the code of ethics for the members of the IPC PCB Suppliers Council. Every member of the council is expected to subscribe to, and to accept this code to fulfill our obligations to our clients, our profession, and industry we serve.

I shall conduct myself in the highest professional and ethical manner.

I shall make business and engineering decisions consistent with public safety, health and

welfare, and shall disclose promptly to my client any factors that may constitute a hazard.

I shall avoid conflicts of interest, and shall disclose potential conflicts of interest to my client when they become evident.

I shall not disclose information concerning business affairs or technology of a client without consent.

I shall treat all persons regardless of race, religion, sex, age or national origin and shall never attempt to injure the person, property, or reputation or employment of others.

I shall help improve public understanding of the electronic interconnect industry and its technology.

Name

Company

Title

Date