

PO Number \_\_\_\_\_

**PURCHASE ORDER TERMS AND CONDITIONS**  
**IMPORTANT – READ CAREFULLY**

**Terms and Conditions**

The purchase order attached hereto, as well as the terms hereof (herein collectively referred to as the “Purchase Order” contain the entire agreement between any one of syncreon Acquisition Corporation, syncreon.US Inc., syncreon America Inc., syncreon North America Inc., syncreon Technology (USA) LLC, syncreon Logistics (USA), LLC and/or syncreon Technology (America), Inc. or the subsidiary or holding company of any of them, (the “Buyer”) and the Seller named in the Purchase Order.

1. **PRICE** All services, goods and materials performed and/or shipped pursuant to this Purchase Order are purchased at prices specified unless otherwise agreed in writing.
2. **ACKNOWLEDGMENT** Seller accepts the terms of this Purchase Order by (i) returning a written acknowledgment to Buyer, or (ii) shipping any goods or materials to the Buyer or providing any service to the Buyer. Any terms and conditions contained in any documents of the Seller which are in conflict with the terms hereof shall be of no force or effect unless specifically accepted in writing by the Buyer.
3. **INVOICING** Each invoice shall contain a sufficient and correct description of goods or services and must also indicate the number of packages, relevant part numbers, if any, date goods were shipped or services were performed, and the Purchase Order number.
4. **SHIPMENTS (for goods)** Each shipment pursuant to this Purchase Order shall be accompanied by an itemized packing slip bearing the number of this Purchase Order, product identification and a list of goods shipped. All goods are to be suitably packaged, wrapped or coded so as to be protected from hazards of shipment, storage and exposure and so as to secure the lowest insurance and transportation rate. No charge shall be imposed upon Buyer for packing, crating, boxing, drums, or containers, etc. unless stated herein.
5. **QUALITY / INSPECTION** All goods and services are subject to final inspection and approval and/or rejection by the Buyer. Buyer reserves the right to make such rejection at any time after the goods are examined or services evaluated notwithstanding the date of delivery or performance. Rejected goods shall be returned at the Seller’s expense, and the Buyer shall receive either credit or reimbursement at the option of the Buyer. Buyer’s count shall be conclusive when count differs from quantity shown on the packing slip or in the absence of a packing slip. Any inspection of the goods shall not relieve the Seller from the warranty set out in paragraph 11 hereof.
6. **DELIVERY** It is understood that time is of the essence herein and unless otherwise agreed to in writing, Seller shall comply with the delivery/service schedule set forth in this Purchase Order. Goods shipped to the Buyer in advance of said schedule may at Buyer’s option, be returned to Seller, at Seller’s sole cost and expense. In the event the Seller fails to make delivery or perform the services pursuant to said schedule, or performs any work hereunder which interferes with Buyer’s ability to make timely deliveries or to render timely performance of services, Buyer at its option may either (i) approve a revised delivery schedule, or (ii) purchase the goods or services elsewhere and hold Seller accountable for any additional costs or damages incurred by Buyer, including but not limited to consequential damages, or (iii) release itself from any obligation to accept and pay for the Goods or service and/or terminate the Contract, without prejudice to any other rights and remedies of the Buyer.
7. **TRANSPORTATION** Transportation of goods purchased will be F.O.B destination unless otherwise specified on the face of this order. Transportation charges on goods sold must be prepaid in all cases. No transportation, freight or insurance costs shall be payable by the Buyer unless authorized in writing.

8. **CHANGES** Buyer may in writing from time to time make changes or direct the omission of work covered by this Purchase Order and Seller hereby agrees to comply with any such change. These changes include but are not limited to, changes in quantity, scope, testing, destination, specifications, designs and schedule.
9. **CANCELLATIONS** Notwithstanding anything to the contrary contained in any confirmation or acknowledgment of the Purchase Order submitted by the Seller, the Buyer reserves the right to cancel this Purchase Order, in whole or in part at any time or from time to time in its sole discretion and without cause effective upon oral or written notice to Seller by telephone or otherwise. Upon such cancellation, Buyer's liability arising out of this Purchase Order shall be limited to the payment for completed goods or services. For clarity this means materials shipped and accepted by the Buyer or services completed and accepted by the Buyer prior to cancellation by the Buyer.
10. **ENTIRE AGREEMENT** The contract between Buyer and Seller is embodied in the Terms and Conditions of this Purchase Order, together with any supplemental documents, specifications, drawing, notes, written instructions, engineer's notices or technical data referred to herein, all of which are hereby incorporated by reference. All of such documents are hereinafter individually and collectively referred to, together with these Terms and Conditions as the Purchase Order, and contains the entire agreement between the parties, and there are no other agreements, whether oral, written or otherwise save as expressed therein. Failure of Buyer to insist upon strict performance of any terms of this Purchase Order or to exercise any rights herein conferred shall not constitute a waiver of Buyer's rights to assert, or rely upon, any such terms. Damages arising from breach of this contract or from breach of warranties shall not be limited unless agreed to in writing by the Buyer.
11. **WARRANTY** Seller warrants that supplies covered by this Purchase Order will (i) conform to the specifications, drawings, samples or other description furnished or specified by Buyer, (ii) will be fit and sufficient for the purposes intended, (iii) shall be of merchantable quality, and (iv) shall be of good material and workmanship and free from defects. The warranties contained herein shall be in addition to any specific warranties agreed to between Buyer and Seller.
12. **PATENTS** The seller warrants that the use or sale by the Buyer of any material herein specified will not infringe on any right of invention, trade mark or process of manufacture and the Seller agrees to indemnify and save the buyer harmless against any costs damages or expenses arising out of any infringement or alleged infringement.
13. **PAYMENTS IN LOCAL FUNDS** Unless otherwise agreed all payment to the Seller shall be made in the currency of the country from which the Purchase Order is sent by the Buyer, and the Buyer shall be invoiced on a net 60 day basis.
14. **GOVERNING LAW** This Purchase Order shall be governed by, construed, and enforced in accordance with the laws in the State or Country, in which it is issued by the Buyer. The Seller agrees to submit to the jurisdiction of the Courts of Michigan for Syncreon.US Inc., syncreon America Inc., syncreon North America Inc., syncreon Technology (USA) LLC and syncreon Technology (America), Inc. purchase orders or the Courts of Ontario for syncreon Canada Inc. purchase orders whichever is applicable.
15. **LIMITATIONS OF ACTIONS** Unless subject to a specific statute or international convention, all claims against the Company for a potential or actual loss, must be made in writing and received by the Company, within ninety (90) days of the event giving rise to claim; the failure to give the Company timely notice shall be a complete defense to any suit or action commenced by Customer.
16. **NO MODIFICATION/AMENDMENT UNLESS WRITTEN** These terms and conditions of service may only be modified, altered or amended in writing signed by both Customer and Company; any attempt to unilaterally modify, alter or amend same shall be null and void.
17. **DELAY** Buyer is not liable for any delay, loss, or damage arising from the supply of or failure to supply services for any reason whatsoever including breach of contract, negligence, breach of duty as bailee, or our willful act or default. Buyer shall receive the benefit of these exclusions and limitations of liability even if any loss or damage

arises for any reason whatsoever including breach of contract negligence, breach of duty as bailee, or our willful act or default.

18. **INVALIDITY OF CLAIMS** If any part of these Terms and Conditions is determined to be invalid or unenforceable pursuant to applicable law, then the invalid or unenforceable provision will be deemed superseded by a valid, enforceable provision that most clearly expresses the intent of the original provision and the remainder of these Terms and Conditions shall continue in effect.
19. **TIME OF THE ESSENCE** Time of the delivery of this Order is of the essence and Buyer reserves the right to cancel this Order without liability and without waiver of any other remedies if delivery is not affected as specified herein or on written shipping authorizations which will be furnished by the Buyer. Such written shipping authorizations shall be deemed to be incorporated herein and made a part hereof.
20. **Acceptance** Materials or services purchased are subject to Buyer's inspection and approval at destination or upon completion. If rejected, materials will be returned for credit or replacement at Seller's risk, and all handling and transportation expenses both ways shall be assumed by Seller. No material returned as defective shall be replaced without authorization from Buyer. Payment for material or services on this Order prior to inspection shall not constitute an acceptance thereof.
21. **DISCOUNTS** Buyer shall be entitled to any discounts allowable by Seller for prompt payment even though Buyer is unable to make payment within the time limits set by Seller where such failure is due to strike or other causes beyond the control of Buyer.
22. **INDEMNIFICATION** Seller agrees to defend, indemnify and save harmless Buyer from any and all claims, suits liabilities, damages, or expenses asserted against or incurred by Buyer by reason of the use of Seller's product by customers of Buyer or others, and Seller agrees to secure suitable products and contractual liability insurance coverage providing for the investigation, defense and settlement of any such claims or suits and to furnish Buyer with Certificates of Insurance evidencing same.
23. **INTELLECTUAL PROPERTY RIGHTS** The Seller shall ensure that the third party owner of any intellectual property rights that are or which may be used to perform the services covered by the Purchase Order grants to Buyer a non-exclusive license or, if itself a licensee of those rights, shall grant to the Buyer an authorized sub-license, to use, reproduce, modify, develop and maintain the intellectual property rights in the same. Such license or sub-license shall be non-exclusive, perpetual, royalty free and irrevocable and shall include the right for the Buyer to sub-license, transfer, novate or assign to any affiliate, other replacement of Seller or to any other third party supplying services to the Buyer.
24. **SUPPLIER CODE OF CONDUCT** The Seller shall abide and comply with the principles set out in syncreon "Supplier Code of Conduct" attached as Exhibit A to the Purchase Order Terms and Conditions.

## Exhibit A

# syncreon Supplier Code of Conduct

## 1.0 PURPOSE AND SCOPE

syncreon is committed to ensuring that working conditions in syncreon's supply chain are safe, that workers are treated with respect and dignity, and that manufacturing processes are environmentally responsible. syncreon's suppliers (Suppliers") commit, in all of their activities, to operate in full compliance with the laws, rules, and regulations of the countries in which they operate. This Supplier Code of Conduct ("Code") goes further, drawing upon internationally recognized standards, in order to advance social and environmental responsibility.

syncreon requires that Suppliers implement this Code using the management systems described below. syncreon may, taking into consideration applicable local laws, visit (and/or have external monitors visit) Supplier facilities, with or without notice, to assess compliance with this Code and to audit Supplier's wage, hour, payroll, and other worker records and practices. Violations of this Code may result in immediate termination as a syncreon Supplier and in legal action.

The syncreon Supplier Code of Conduct is modeled on and contains language from the Electronic Industry Code of Conduct. Recognized standards such as the Universal Declaration of Human Rights (UDHR), and standards issued by organizations such as the International Labor Organization (ILO), Social Accountability International (SAI), and the Ethical Trading Initiative (ETI) were used as references in preparing this Code and may be useful sources of additional information. A complete list of references is provided at the end of this Code. As an extension of the Code, syncreon maintains a series of detailed Standards that clarify our expectations for compliance.

## 2.0 LABOR AND HUMAN RIGHTS

Suppliers must uphold the human rights of workers, and treat them with dignity and respect as understood by the international community.

### 2.1 Antidiscrimination

Suppliers shall not discriminate against any worker based on race, color, age, gender, sexual orientation, ethnicity, disability, religion, political affiliation, union membership, national origin, or marital status in hiring and employment practices such as applications for employment, promotions, rewards, access to training, job assignments, wages, benefits, discipline, and termination. Suppliers shall not require a pregnancy test or discriminate against pregnant workers except where required by laws or regulations or prudent for workplace safety. In addition, Suppliers shall not require workers or potential workers to undergo medical tests that could be used in a discriminatory way except where required by applicable laws or regulations or prudent for workplace safety.

### 2.2 Fair Treatment

Suppliers shall commit to a workplace free of harassment. Suppliers shall not threaten workers with or subject them to harsh or inhumane treatment, including sexual harassment, sexual abuse, corporal punishment, mental coercion, physical coercion, verbal abuse, or unreasonable restrictions on entering or exiting company-provided facilities. Suppliers shall prohibit harassment and unlawful discrimination in the workplace.

## **2.3 Prevention of Involuntary Labor and Human Trafficking**

Suppliers shall not traffic in persons or use any form of slave, forced, bonded, indentured, or prison labor. This includes the transportation, harboring, recruitment, transfer, or receipt of persons by means of threat, force, coercion, abduction, fraud, or payments to any person having control over another person for the purpose of exploitation. All work must be voluntary and workers shall be free to leave work or terminate their employment with reasonable notice. Workers must not be required to surrender any government-issued identification, passports, or work permits as a condition of employment. Suppliers shall ensure that third-party agencies providing workers are compliant with the provisions of the Code and the laws of the sending and receiving countries, whichever is more stringent in its protection of workers. Suppliers shall ensure that contracts for both direct and contract workers clearly convey the conditions of employment in a language understood by the worker. Where workers are legally required to pay a fee in connection with obtaining employment, Suppliers shall be responsible for the full payment of all fees and expenses. Such fees and expenses include, but are not limited to; expenses associated with recruitment, processing, or placement of both direct and contract workers; for the purpose of clarity, individual workers will not be required to pay any such fees and/or expenses.

## **2.4 Prevention of Underage Labor**

Child labor is strictly prohibited. Suppliers shall not employ children. The minimum age for employment or work shall be 15 years of age, the minimum age for employment in that country, or the age for completing compulsory education in that country, whichever is higher. This Code does not prohibit participation in legitimate workplace apprenticeship programs that are consistent with Article 6 of ILO Minimum Age Convention No. 138 or light work consistent with Article 7 of ILO Minimum Age Convention No. 138.

## **2.5 Juvenile Worker Protections**

As long as in accordance with applicable local laws and regulations, Suppliers may employ juveniles who are older than the applicable legal minimum age for employment but are younger than 18 years of age, provided they do not perform work likely to jeopardize their health, safety, or morals, consistent with ILO Minimum Age Convention No. 138.

## **2.6 Working Hours**

Except in emergency or unusual situations, a workweek shall be restricted to the maximum allowed under local laws and regulations, including overtime, and workers shall take at least one day off every seven days. All overtime shall be voluntary. Under no circumstances shall workweeks exceed the maximum permitted under applicable laws and regulations.

## **2.7 Wages and Benefits**

Suppliers shall pay all workers at least the minimum wage required by applicable laws and regulations and provide all legally mandated benefits. In addition to their compensation for regular hours of work, workers shall be compensated for overtime hours at the premium rate required by applicable laws and regulations. Suppliers shall not use deductions from wages as a disciplinary measure. Suppliers shall offer vacation time, leave periods, and holidays consistent with applicable laws and regulations. Suppliers shall pay workers in a timely manner and clearly convey the basis on which workers are being paid.

## **2.8 Freedom of Association**

Suppliers must respect the right of workers to associate freely with, form, and join workers' organizations of their own choosing, seek representation, and bargain collectively as permitted by and in accordance with applicable laws and regulations. Suppliers shall not discriminate with respect to employment subject to the condition that the worker relinquish union membership or agree not to join a union; or cause the dismissal of or otherwise prejudice a worker by reason of union membership or participation in union activities outside working hours (or within working hours if the Supplier has consented to such activities or if required by applicable laws or regulations). Suppliers shall protect against acts of interference with the establishment, functioning, or administration of workers' organizations in accordance with applicable laws and regulations.

### **3.0 HEALTH AND SAFETY**

syncreon recognizes that integrating sound health and safety management practices into all aspects of business is essential to maintain high morale and produce innovative products. Suppliers shall commit to creating safe working conditions and a healthy work environment for all of their workers.

#### **3.1 Occupational Injury Prevention**

Suppliers shall eliminate physical hazards where possible. Where appropriate engineering controls such as physical guards, interlocks, and barriers. Where appropriate engineering controls are not possible, Suppliers shall establish appropriate administrative controls such as safe work procedures. In all cases, Suppliers shall provide workers with appropriate personal protective equipment. Workers shall not be disciplined for raising safety concerns and shall have the right to refuse unsafe working conditions without fear of reprisal until management adequately addresses their concerns.

#### **3.2 Prevention of Chemical Exposure**

Suppliers shall identify, evaluate, and control worker exposure to hazardous chemical, biological, and physical agents. Suppliers must eliminate chemical hazards where possible. Where chemical hazards cannot be eliminated, Suppliers shall provide appropriate engineering controls and/or appropriate administrative controls such as safe work procedures. In all cases, Suppliers shall provide workers with appropriate personal protective equipment.

#### **3.3 Emergency Prevention, Preparedness, and Response**

Suppliers shall anticipate, identify, and assess emergency situations and events and minimize their impact by implementing emergency plans and response procedures, including emergency reporting, worker notification and evacuation procedures, worker training and drills, appropriate first-aid supplies, appropriate fire detection and suppression equipment, adequate exit facilities, and recovery plans, Suppliers shall incorporate C-TPAT security criteria into their business processes as described in the U.S. Customs website, [www.cbp.gov](http://www.cbp.gov).

#### **3.4 Occupational Safety Procedures and Systems**

Suppliers shall establish procedures and systems to manage, track, and report occupational injury and illness. Such procedures and systems shall encourage worker reporting, classify and record injury and

#### **3.4 Occupational Safety Procedures and Systems (cont.)**

Illness cases investigate cases and implement corrective actions to eliminate their causes, provide necessary medical treatment, and facilitate the workers' return to work.

### **3.5 Ergonomics**

Suppliers shall identify, evaluate, and control worker exposure to physically demanding tasks, including manual material handling, heavy lifting, prolonged standing, and highly repetitive or forceful assembly tasks.

### **3.6 Dormitory and Dining**

Suppliers shall provide workers with clean toilet facilities, access to potable water, and sanitary food preparation and storage facilities. Worker dormitories provided by the Supplier or a third-party agency shall be clean and safe and provide adequate emergency egress, adequate heat and ventilation, reasonable personal space, and reasonable entry and exit privileges.

### **3.7 Health and Safety Communication**

In order to foster a safe work environment, Suppliers shall provide workers with appropriate workplace health and safety information and training, including written health and safety information and warnings, in the primary language of the workers. Suppliers shall post, in the primary language of its workers, Material Safety Data Sheets for any hazardous or toxic substances used in the workplace, and properly train workers who will come into contact with such substances in the workplace.

### **3.8 Worker Health and Safety Committees**

Suppliers are encouraged to initiate and support worker health and safety committees to enhance ongoing health and safety education and to encourage worker input regarding health and safety issues in the workplace.

## **4.0 ENVIRONMENTAL IMPACT**

At syncreon, environmental considerations are an integral part of our business practices. Suppliers shall commit to reducing the environmental impact of their designs, manufacturing processes, and waste emissions.

### **4.1 Hazardous Substance Management and Restrictions**

Suppliers shall comply with any applicable laws and regulations prohibiting or restricting the use or handling of specific substances. To ensure safe handling, movement, storage, recycling, reuse, and disposal, Suppliers shall identify and manage substances that pose a hazard if released to the environment and comply with applicable labeling laws and regulations for recycling and disposal.

### **4.2 Solid Waste Management**

Suppliers shall manage and dispose of non-hazardous solid waste generated from operations as required by applicable laws and regulations.

### **4.3 Wastewater and Storm Water Management**

Suppliers shall monitor, control, and treat wastewater generated from operations before discharge as required by applicable laws and regulations. Suppliers shall take appropriate precautions to prevent contamination of storm water runoff from their facilities.

#### **4.4 Air Emissions Management**

Suppliers shall characterize, monitor, control, and treat air emissions of volatile organic chemicals, aerosols, corrosives, particulates, ozone-depleting chemicals, and combustion by-products generated from operations, as required by applicable laws and regulations, before discharge.

#### **4.5 Environmental Permits and Reporting**

Suppliers must obtain, maintain, and keep current all required environmental permits (for example, discharge monitoring) and registrations and follow the operational and reporting requirements of such permits.

#### **4.6 Pollution Prevention and Resource Reduction**

Suppliers must endeavor to reduce or eliminate solid waste, wastewater, and air emissions, including energy-related indirect air emissions, by implementing appropriate conservation measures in their production, maintenance, and facilities processes, and by recycling, reusing, or substituting materials.

### **5.0 ETHICS**

Suppliers must be committed to the highest standards of ethical conduct when dealing with workers, suppliers, and customers.

#### **5.1 Business Integrity**

Corruption, extortion, and embezzlement, in any form, are strictly prohibited. Suppliers shall not violate the Foreign Corrupt Practices Act (FCPA), any international anti-corruption conventions, and applicable anti-corruption laws and regulations of the countries in which they operate, and shall not engage in corruption, extortion, or embezzlement in any form. Suppliers shall not offer or accept bribes or other means to obtain an undue or improper advantage. Suppliers must uphold fair business standards in advertising, sales, and competition.

#### **5.2 Disclosure of Information**

Suppliers must accurately record and disclose information as and to whom required regarding their business activities, structure, financial situation, and performance in accordance with applicable laws and regulations and prevailing industry practices.

#### **5.3 Whistleblower Protection and Anonymous Complaints**

Suppliers shall create programs to ensure the protection of Supplier and worker whistleblower confidentiality and prohibit retaliation against workers who participate in such programs in good faith or refuse an order that is in violation of the syncreon Supplier Code of Conduct. Suppliers shall provide an anonymous complaint mechanism for workers to report workplace grievances in accordance with local laws and regulations.

#### **5.4 Community Engagement**

Suppliers are encouraged to engage the community to help foster social and economic development and to contribute to the sustainability of the communities in which they operate.

## **5.5 Protection of Intellectual Property**

Suppliers must respect intellectual property rights and safeguard customer information; transfer of technology and know-how must be done in a manner that protects intellectual property rights.

## **6.0 MANAGEMENT COMMITMENT**

Suppliers must adopt or establish a management system designed to ensure compliance with this Code and applicable laws and regulations; identify and mitigate related operational risks; and facilitate continuous improvement. ISO 14001, OHSAS 18001, and Eco-Management and Audit Scheme (EMAS) may be useful resources. The management commitment should contain the following elements:

### **6.1 Company Statement**

A corporate social and environmental responsibility statement affirming the Supplier's commitment to compliance and continual improvement will be posted in the primary local language at all of the Supplier's worksites.

### **6.2 Management Accountability and Responsibility**

Suppliers will clearly identify company representatives responsible for ensuring implementation and periodic review of the status of the Supplier's management systems.

- Risk Assessment and Management – A process to identify environmental, health and safety, business ethics, labor, human rights, and legal compliance risks associated with their operations; determine the relative significance of each risk; and implement appropriate procedures and physical controls to ensure compliance and control the identified risks. Risk assessments for health and safety must include warehouse and storage facilities, plant and facility support equipment, laboratories and test areas, bathrooms, kitchens, cafeterias, and worker housing.
- Performance Objectives with Implementation Plans and Measures – Written standards, performance objectives, targets, and implementation plans, including a periodic assessment of the Supplier's performance against those objectives.
- Audits and Assessments – Periodic self-evaluations to ensure that the Supplier, its subcontractors, and its next-tier Suppliers are complying with this Code and with applicable laws and regulations.

### **6.3 Documentation and Records**

Supplier shall have processes to identify, monitor, and understand applicable laws and regulations and the additional requirements imposed by this Code. Supplier shall obtain, maintain, and keep current a valid business license as required by applicable laws and regulations.

Supplier shall have processes for creation of documents and records to ensure regulatory compliance and conformity to this Code, with appropriate confidentiality measures to protect privacy.

### **6.4 Training and Communication**

Suppliers shall have programs in place for training managers and workers to implement their policies and procedures and to fulfill improvement objectives.

Suppliers shall have a process for communicating clear and accurate information about their performance, practices, and expectations to its workers, suppliers and customers.

### **6.5 Worker Feedback**

Suppliers shall have an ongoing process to obtain feedback on processes and practices related to this Code and to foster continuous improvement.

### **6.6 Corrective Action Process**

Supplier shall have a process for timely correction of any deficiencies identified by an internal or external audit, assessment, inspection, investigation, or review.

## **7.0 REFERENCES**

syncreon consulted the following references in preparing this Code:

### **Eco-Management and Audit Scheme**

[www.quality.co.uk/emas.htm](http://www.quality.co.uk/emas.htm)

### **Electronic Industry Code of Conduct**

[www.eicc.info/eicc\\_code.shtml](http://www.eicc.info/eicc_code.shtml)

### **Ethical Trading Initiative**

[www.ethicaltrade.org](http://www.ethicaltrade.org)

### **ILO Code of Practice in Safety and Health**

[www.ilo.org/public/english/protection/safework/cops/english/download/e000013.pdf](http://www.ilo.org/public/english/protection/safework/cops/english/download/e000013.pdf)

### **ILO International Labor Standards**

[www.ilo.org/public/english/standards/norm/whatare/fundam/index.htm](http://www.ilo.org/public/english/standards/norm/whatare/fundam/index.htm)

### **ISO 14001**

[www.iso.org](http://www.iso.org)

### **National Fire Protection Association**

[www.nfpa.org/categoryList.asp?categoryID=143&URL=About%20NFPA](http://www.nfpa.org/categoryList.asp?categoryID=143&URL=About%20NFPA)

### **OECD Guidelines for Multinational Enterprises**

[www.oecd.org](http://www.oecd.org)

### **OHSAS 18001**

[www.bsi-global.com/index.xalter](http://www.bsi-global.com/index.xalter)

### **SA 8000**

[www.cepaa.org/](http://www.cepaa.org/)

**SAI**

[www.sa-intl.org](http://www.sa-intl.org)

**United Nations Convention Against Corruption**

[www.unodc.org/unodc/en/corruption/index.html?ref=menuside](http://www.unodc.org/unodc/en/corruption/index.html?ref=menuside)

**United Nations Global Compact**

[www.unglobalcompact.org](http://www.unglobalcompact.org)

**Universal Declaration of Human Rights**

[www.un.org/Overview/rights.html](http://www.un.org/Overview/rights.html)

**UN Norms on the Responsibilities of Transnational Corporations and Other Business Enterprises with Regard to Human Rights** [www.ohchr.org](http://www.ohchr.org)