



**XMULTIPLE TECHNOLOGIES, INC.
SUPPLIERS CODE OF CONDUCT**

Xmultiple Technologies, Inc, including all of its subsidiaries, divisions, operating entities and authorized agents (jointly "Xmultiple"), is committed to:

- **A standard of excellence in every aspect of our business and in every corner of the world**
- **Legal, ethical and responsible conduct in all of our operations**
- **Respect for the rights of all individuals, including: (a) protection of human rights and (b) fair and non-discriminatory labor practices**
- **Respect and care for the environment**

We expect all of our suppliers, manufacturers and service providers, along with their subsidiaries, affiliates and sub-contractors (jointly "Suppliers"), to make these same commitments. We require that all Xmultiple Suppliers meet the following standards:

This Xmultiple Code of Conduct document is for all our suppliers. Suppliers must comply with this code. Xmultiple supplier must also enforce this Code of Conduct with their subcontractor if they use a subcontract for any functions related to Xmultiple's business dealings with the supplier. This includes the use of temporary labor agencies. Work performed by the supplier or subcontractor on connectors, components or materials supplied to Xmultiple, are to comply to this agreement at all times. Xmultiple's supplier must issue this Code of Conduct to the subcontractor and subcontractor must also comply with this code. Failure to comply with this Code of Conduct will be sufficient grounds for Xmultiple to terminate its contract with the supplier and may result in its removal from Xmultiple's Approved Vendor List (AVL).

Xmultiple suppliers must conform to all applicable national and local legal requirements and, where appropriate, conform to any recognized industry standards. In addition, the supplier agree that if there is any conflict between legal requirements and published industry standards the supplier will compliance with the one that by law takes precedence. Xmultiples Code of Ethics are also to be enforced and used at all times by all Xmultiple suppliers. The Code of Ethics is available on the Xmultiple website login section for suppliers. (<http://www.Xmultiple.com>). Suppliers must enforce and abide by these policies at all times.

Supplier Business Practices:

Child Labor:

Use of child labor is not permitted at any time and under any circumstances. At no time will suppliers permit the use of children to be used in their labor force. Suppliers are prohibited from employing anyone under the legal age of employment in the Country where the supplier is conducting its activities, and in the event that the minimum age of employment is not specified in local legislation, employees must be not younger than the compulsory age to be in school. Xmultiple requires all suppliers to never use child labor in any of their facilities worldwide for any job purposes.



Prison Labor / Forced Labor:

Xmultiple will not permit the use by suppliers or subcontractors to use involuntary prison or forced labor in the manufacture of our products. Suppliers will not use material suppliers who use

involuntary prison or forced labor in the production of their products as well. At no time will our production be performed by forced work, unpaid workers or indentured workers. Suppliers and subcontractors agree that no workers will be forced to work against their will. Xmultiple suppliers agree to provide products and conduct their business operations with practices to protect and sustain the environment. This protection of the environment will be in accordance with applicable national and local laws and regulations.

RoHS and Other Standards for Chemical Compounds in Products:

The Suppliers must ensure that they comply with all national laws and regulations that restrictions which prohibit the use of certain chemical compounds as constituents of products.

Recycling:

Suppliers must comply with all national laws and regulations regarding the labeling, recycling and disposal of chemicals and materials, especially those materials designated as hazardous waste.

Employee Working Hours:

Xmultiple respects the right of suppliers to operate flexible working conditions. Employees will be granted reasonable daily and weekly work schedules. Suppliers agree to adhere to all applicable national and local laws with respect to the number of hours and days worked.

Disciplinary Practices Used By Supplier:

Xmultiple will not engage any supplier who uses corporal punishment or other forms of mental or physical coercion. The supplier agrees to abide by the highest standards to ensure there is no physical, sexual or verbal harassment or abuse of any employees. If a supplier is cited by any government agency for this type of abuse it will be reported to Xmultiple immediately. Suppliers will insure it does not use improper means of discipline or control.

Fair Wages and Benefits:

Xmultiple suppliers agree to compensate employees on a fair basis compared to other employees in the area and type of business. Wages and benefits must comply with all applicable national and local laws. Overtime work and holiday work will be paid with compensatory pay as required by local or national laws. Suppliers agree to pay all required social security and other contributions on their behalf and that of their employees in accordance with applicable national and local laws.

Discrimination:

Xmultiple recognizes and respects cultural differences. Employees must be hired on the basis of their ability to do the job as opposed to employment on the basis of personal characteristics or beliefs. Suppliers must conform to local and national laws prohibiting discrimination in hiring and employment practices on the grounds of race, sex, color, religion, age or any other prohibited grounds.



Health and Safety:

Xmultiple suppliers will provide its employees with a safe and healthy working environment. If the supplier or subcontractor provide living accommodations to workers these will be appropriate living conditions. Work facilities must include an adequately area with good lighting. The facility must have marked fire exits. Suppliers and subcontractors must provide working fire and safety equipment that is regularly checked and serviced. The working conditions must meet local and national laws.

Suppliers agree to Notify Their Employees of Labor Practices

All Xmultiple Suppliers agree to notify their employees of these terms of employment and to post a copy of their labor and environmental practices in the work location. This must be posted in an accessible area to all employees. This posting must be in the local languages of the employees.

Compliance:

Compliance by the supplier is agreed to by the supplier, or the supplier will not perform work for Xmultiple. My acceptance of work by Xmultiple, the supplier is agreeing to these terms. All suppliers will have compliance reviews yearly and provide Xmultiple with a new signed copy of this Xmultiple Code of Conduct for Suppliers agreement. Suppliers agree that Xmultiple personal may also request to inspect supplier facilities at any time. In the event that non-compliance is discovered and is not rectified within 30 working days, Xmultiple reserves the right to remove the supplier from its Approved Vendor List (AVL).

SUPPLIER ACKNOWLEDGEMENT

The undersigned Supplier hereby acknowledges that it has received The Xmultiple Code of Conduct for Suppliers (the “Code”) and agrees that any and all of its employment sites, subsidiaries, divisions, affiliates, operating entities, authorized agents and/or subcontractors doing business with Xmultiple Technologies, Inc. and/or any of their subsidiaries, divisions, operating entities or authorized agents (collectively referred to as “Xmultiple”) will receive the Code and will abide by each and every term therein. Supplier acknowledges that its failure to comply with any Xmultiple term, condition, requirement, policy or procedure including, but not limited to those outlined in the Terms and Conditions of Contract, or the Xmultiple Code of Conduct for Suppliers may result in the cancellation of all existing orders and termination of the business relationship between Xmultiple and Suppliers. Supplier also understands that its agreement to comply with the Xmultiple Code of Conduct for Suppliers does not obligate Xmultiple to conduct business or place any orders with Supplier.

Officer Printed Name

Title

Company

Signature