



Supply Chain & Responsible Sourcing Policy

Date: January 3, 2023

1. Introduction

Array Solder is committed to conducting business in a socially and environmentally responsible manner. As a leading manufacturer of solder preforms, we recognize the importance of responsible sourcing and supply chain management. This policy outlines our commitment to ethical business practices, sustainability, and the promotion of human rights throughout our supply chain.

2. Scope

This policy applies to all suppliers, contractors, and partners who provide goods and services to Array Solder. It is our expectation that all parties within our supply chain adhere to the principles outlined in this policy.

3. Ethical Business Practices

Compliance with Laws: All suppliers must comply with applicable local, national, and international laws and regulations, including those related to labor, environmental protection, and anti-corruption.

Anti-Corruption: Array Solder maintains a zero-tolerance policy towards bribery, corruption, and unethical practices. Suppliers are expected to uphold high standards of integrity in all business dealings.

Fair Trade: We support fair trade practices and expect our suppliers to engage in fair and open competition, ensuring that goods and services are sourced without exploitation or unfair labor practices.

4. Labor Standards

Human Rights: Array Solder is committed to upholding the fundamental human rights of all workers. We expect our suppliers to respect and promote human rights, including freedom from forced labor, child labor, and discrimination.

Working Conditions: Suppliers must provide safe and healthy working conditions, including appropriate health and safety measures, adequate working hours, and fair wages.

Freedom of Association: We support the right of workers to freely associate and bargain collectively, and we expect our suppliers to respect these rights.



5. Environmental Responsibility

Sustainable Sourcing: Array Solders is committed to minimizing environmental impact through sustainable sourcing practices. Suppliers are expected to use raw materials and resources efficiently, reduce waste, and minimize their carbon footprint.

Hazardous Materials: We require suppliers to manage and dispose of hazardous materials responsibly, ensuring compliance with environmental regulations and avoiding harm to the environment and communities.

Product Safety: Suppliers must ensure that all products supplied to Array Solders meet relevant safety and environmental standards, including RoHS (Restriction of Hazardous Substances) compliance.

6. Conflict Minerals

Array Solders is committed to avoiding the use of conflict minerals in our products. Suppliers are required to source materials responsibly, avoiding minerals that contribute to armed conflict or human rights abuses. Suppliers must provide transparency in their supply chains and disclose the origins of any minerals used in the products supplied to us.

7. Supplier Assessment and Audits

Due Diligence: Array Solders conducts due diligence on all potential suppliers to ensure alignment with our values and standards. Suppliers must demonstrate a commitment to responsible sourcing and ethical business practices.

Audits and Monitoring: We reserve the right to audit our suppliers' operations, including site visits and review of documentation, to ensure compliance with this policy. Non-compliance may result in corrective action or termination of the business relationship.

8. Continuous Improvement

Array Solders is dedicated to continuous improvement in our supply chain management. We encourage our suppliers to develop and implement their own responsible sourcing policies and to engage in practices that promote sustainability, ethical labor, and environmental stewardship.



9. Reporting and Communication

Suppliers are expected to promptly report any concerns or violations of this policy. Array Solder is committed to maintaining open communication with our suppliers and providing support for compliance with our standards.

10. Conclusion

Array Solder believes that responsible sourcing and ethical supply chain practices are integral to the success of our business and the well-being of our communities. By adhering to this policy, we aim to foster a sustainable, ethical, and transparent supply chain that aligns with our core values and business objectives.

Date: May 23, 2023