



FINELINE CODE OF ETHICS



1. PURPOSE OF THE CODE

AT FINELINE, WE ARE COMMITTED TO CONDUCTING OUR BUSINESS WITH INTEGRITY, TRANSPARENCY, AND FAIRNESS.

This Global Code of Ethics provides the ethical principles and behavioral expectations that guide our daily work. All employees, regardless of position or location, are expected to uphold these principles and act in a manner that protects FINELINE's reputation and promotes a culture of trust and accountability.

This Code is inspired by the **10 Principles of the United Nations Global Compact**, which serve as a foundation for ethical decision-making, ensuring compliance with laws and regulations while fostering a workplace that respects human rights, fair competition, and responsible business practices.

2. CORE VALUES AND ETHICAL PRINCIPLES

2.1. Integrity and Professionalism

- 2.1.1. Act in the best interest of the company, maintaining professionalism in all dealings.
- 2.1.2. Use company resources responsibly, effectively and only for promoting company purposes.
- 2.1.3. Avoid conflicts of interest and disclose potential issues in a timely manner.
- 2.1.4. Do not give or accept excessive gifts that could influence business decisions.

2.2. Honesty and Transparency

- 2.2.1. Conduct business truthfully, ensuring accurate record-keeping and reporting.
- 2.2.2. Engage with all stakeholders with honesty and integrity.
- 2.2.3. Prohibit dishonest marketing, sales, and research practices.
- 2.2.4. Do not obtain competitive information through unethical or illegal means.

2.3. Respect and Fairness

- 2.3.1. Treat all stakeholders with dignity and respect.
- 2.3.2. Foster a workplace free from harassment and discrimination.
- 2.3.3. Ensure fair treatment in hiring, promotion, and compensation.
- 2.3.4. Protect employees health, safety, and well-being.
- 2.3.5. Respect the privacy and confidentiality of employees, customers, and partners.

3. COMPETITIVE PRACTICES

FINELINE is committed to free and fair competition. Employees must:

- 3.1. Compete fairly and avoid anti-competitive agreements with competitors.
- 3.2. Prohibit price-fixing, bid-rigging, and market allocation agreements.
- 3.3. Avoid abusing market power to create monopoly.
- 3.4. Follow antitrust laws and regulations in all business operations.
- 3.5. Respect intellectual property rights of competitors and business partners..

4. ANTI-CORRUPTION AND ANTI-MONEY LAUNDERING

4.1. Anti-Corruption

FINELINE maintains a zero-tolerance policy toward bribery and corruption. Employees must:

- 4.1.1. Not offer, give, or accept bribes or kickbacks.

- 4.1.2. Not engage in improper influence over government officials or business partners.
- 4.1.3. Accurately record financial transactions to prevent fraudulent activities.
- 4.1.4. Report any suspected cases of bribery or corruption.

4.2. Anti-Money Laundering

Employees must ensure that FINELINE does not facilitate money laundering activities. This includes:

- 4.2.1. Conducting thorough due diligence on customers and business partners.
- 4.2.2. Reporting any suspicious transactions to compliance officers.
- 4.2.3. Complying with local and international financial regulations.
- 4.2.4. Maintaining clear and accurate financial records.

5. ENVIRONMENTAL RESPONSIBILITY

At FINELINE, we are dedicated to protecting the environment and promoting sustainable practices in all our operations and business relationships. Employees and business partners must:

- 5.1. Comply with all applicable environmental laws and regulations.
- 5.2. Conduct environmental risk assessments to maintain a preventive approach to environmental issues.
- 5.3. Minimize, categorize, and monitor all sources of pollution and waste affecting air, water, and land deriving from FINELINE own operations.
- 5.4. Work closely with customers to design increasingly environmentally friendly products.
- 5.5. Encourage supplier to use natural resources carefully and ensure responsible employment of different materials and substances in PCBs production.
- 5.6. Guarantee that suppliers transport, store, recycle and/or dispose safely hazardous substances.

6. HUMAN AND LABOR RIGHTS

At FINELINE, we are committed to upholding fundamental human and labor rights in all our operations and business relationships. Employees and business partners must:

- 6.1. Respect international human rights standards and labor laws.
 - 6.2. Ensure fair wages, working hours, and safe working conditions.
 - 6.3. Prohibit child labor, forced labor, and human trafficking in any form.
 - 6.4. Foster a diverse and inclusive workplace, free from discrimination.
 - 6.5. Support freedom of association and collective bargaining.
 - 6.6. Provide employees with opportunities for professional development and fair career growth.
- We expect our suppliers and business partners to uphold these standards, ensuring that ethical labor practices extend throughout our supply chain.

7. RESPONSIBILITY AND COMPLIANCE

- 7.1. FINELINE is willing to support the economic and social development of the communities where it operates.
- 7.2. FINELINE promotes research and innovations in processes and services in the PCBs industry.
- 7.3. FINELINE and its employees must comply with all applicable laws and regulations.
- 7.4. Employees must report any known or suspected violations of this Code.
- 7.5. Whistleblowers will be protected from retaliation when reporting unethical behavior.
- 7.6. Employees must acknowledge their commitment to this Code.

8. ACKNOWLEDGMENT AND COMMITMENT

All employees are required to read, understand, and comply with this Code of Ethics. Employees will receive any updates FINELINE will introduce to reinforce ethical business practices.

By adhering to this Code, we uphold FINELINE's values, protect our reputation, and contribute to responsible and sustainable business environment.

NAME: DANNY CHEN
POSITION: FINELINE GROUP CEO
29/01/2025





THINK GLOBAL, BE LOCAL

fineline-global.com

OUR VISION

To be the leading service provider to the electronic industry. We are committed to be innovative, customer focused, diversified and be a great place to work at.

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