

# SUPPLIER **EXPECTATIONS**

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# SOCIAL RESPONSIBILITY

## **Child Labor**

All workers must be at least the minimum working age, but not less than 14 years, regardless of local laws or regulations. Workers exposed to conditions that are hazardous to health and safety must be at least 18 years old, and must use the appropriate personal protective equipment.

## **Forced Labor**

All workers may join and leave a Suppliers' employment of their own free will, provided they comply with any advance notice required by local law. Suppliers shall not use involuntary labor of any kind, including slave labor, indentured/debt labor, forced labor or prison labor for profit-making enterprises. Suppliers shall not require monetary deposits or retain identity papers or work permits as a condition of work.

## **Workplace**

Supplier shall provide all workers with access to a safe and healthy workplace including, but not limited to, accessible and clean toilets, safe drinking water, sanitary facilities for food storage and adequate fire exits. Suppliers are expected to have a worker health and safety program addressing physical, chemical and biological hazards in the workplace.

## **Freedom of Association**

Suppliers shall support the freedom of association and the rights of workers and employers to bargain collectively.

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# SOCIAL RESPONSIBILITY

## **Abuse**

Workers shall not be subjected to corporal punishment, mental coercion, physical contact, sexual coercion, verbal abuse or the use of gestures, language or graphic materials that are threatening, abusive or exploitative.

## **Work Hours and Compensation**

Work hours shall be in compliance with applicable laws and standards. Overtime shall be administered and compensated fairly and in accordance with local laws. All wages and fringe benefits must be clearly defined and meet legal and industry minimums. Except to the extent permitted by applicable law, deductions from wages as a disciplinary measure are not permitted.

## **Health & Safety**

Suppliers shall provide a safe and healthy working environment. Supplier should strive to have in place a formal health and safety program that addresses accident prevention and reporting as well as emergency preparedness and response.

## **Equal Opportunity**

Supplier shall provide equal opportunity to all applicants and workers without regard to race, religion, age, gender, national origin, ancestry, disability, veteran status or any other status protected under applicable law.

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# ENVIRONMENTAL RESPONSIBILITY

## Regulatory Compliance

Suppliers are required to comply with all country and local environmental regulations for the regions in which they operate.

## Regulated Substances

Supplier will have adequate systems in place designed to identify and disclose to Brain Corporation all chemicals in their products and product sub-components that are regulated by the governments and/or competent authorities in the regions where they are being used and are deemed hazardous, toxic or carcinogenic. These regulations include, but are not limited to:

1. **Registration, Evaluation, Authorization and Restriction of Chemicals (REACH)** – chemicals, substances and intermediates above certain volumes and/or containing substances of very high concern (SVHC) must be registered if manufactured in the EU and/or placed in the EU market.
2. **Restriction of Hazardous Substances (RoHS)** – hazardous substances contained in electrical products.
3. **Conflict Minerals** – tantalum, tungsten, tin, gold and any derivatives that originated in the Democratic Republic of the Congo (DRC) or an adjoining country.

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# ENVIRONMENTAL RESPONSIBILITY

## **Reduce/Reuse/Recycle**

Supplier will strive to reduce, reuse and recycle material within their manufacturing operations. Recycling processes will employ closed-loop systems wherever possible to achieve maximal use of a material or product. Hazardous waste will be properly handled, stored and disposed of in accordance with local regulations.

## **Transportation Logistics**

Supplier will optimize transportation strategies in order to minimize the environmental footprint of all products shipped. This includes consideration of transportation modes and distances as well as packaging material types and quantities.

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# ETHICAL PRACTICES

## **Fair Dealings**

Brain Corporation endeavors to deal fairly with Suppliers in accordance with ethical business practices. We expect that our Suppliers do the same in dealing with Brain Corporation.

## **Conflict of Interest**

Brain Corporation associates or members of their immediate family cannot work for Brain Corporation suppliers unless such potential conflicts of interest are disclosed and addressed.

## **Anti-Corruption**

Brain Corporation prohibits payment or acceptance of bribes or kickbacks, or any other transaction that creates the impression of impropriety. Brain Corporation also expects the same of Suppliers.

## **Supplier Relations**

Brain Corporation buys solely upon quality, performance, suitability of the product or service, and cost. Brain Corporation does not accept expensive gifts or entertainment from Suppliers.

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# ETHICAL PRACTICES

## **Compliance with Applicable Laws**

Brain Corporation expects Supplier to comply fully with all applicable laws, including but not limited to all applicable international trade laws affecting the transfer of goods, services, software and technology across national borders, (including economic sanctions, export controls and anti-boycott regulations), all applicable healthcare laws and all applicable anticorruption laws.

## **Confidentiality**

Supplier shall safeguard Brain Corporation's confidential and proprietary information and ensure that Brain Corporation, worker, customer and patient privacy rights are protected.