



## SUSTAINABILITY AGREEMENT

### 0. Summary:

1. Concepts and Goals
2. Environmental standards
3. Social standards

### 1 Concept and goals

The concept "Sustainability in Supplier Relations" has the following goals:

- Integrate sustainability in the procurement process
- Ensure group-wide adherence to environmental and social standards
- Promote knowledge of sustainability requirements amongst suppliers
- Implement sustainability requirements in internal and external supplier processes

Sustainability in business relations:

- Production processes and employment should be based on the minimum worldwide standards.
- The requirements apply to ASK Industries suppliers with regard to the safeguarding of employee rights
- Operational and product-related environmental protection measures, as well as social standards, should be guaranteed over the entire value chain.

It is the keystone of any long-term company policy and is aimed at the following challenges:

- a) Ecological
- b) Social and
- c) Economic

This also applies to our processes for designs, development, production, and distribution of high quality car audio and antennas systems and services worldwide.

### 2. Environmental standards

**2.1** Environmentally management is a key objective of our company policy. ASK Industries therefore expects a suitable environmental management system from all its partners with their own production sites.

The Supplier undertakes to develop and promote the policies relating to the environment, following the instructions indicated in the Standard — ISO 14001 — inside his company and to the sub-contractors approved by ASK Industries.

**2.2** Ecological challenges shall be dealt with cautiously and with foresight. Action shall be taken to deal with the environment responsibly. Partners shall strive to develop and expand environmentally

**2.3** The following factors shall be considered in the development, production and life-cycle of products - Economic use of energy and raw materials: a) use of renewable sources of energy b) Minimised greenhouse gas emissions and c) Minimised damage to the environment and public health

**2.4** Environmentally-friendly waste management is to be applied during the development, production and life-cycle of products and during the development and implementation of production processes and other tasks. This is characterised by- Prevention of waste,

- Reuse,
- Recycling and
- Risk-free environmentally-friendly disposal of residual waste.

**2.5** Successful implementation of environmental protection in daily company operations depends on regular employee training, motivation and information. The relevant training could for example be completed by the employee during the hiring stage.



### 3. Social Standards

**3.1** Freedom of association is the right of workers to organize and collectively bargain. Freedom of association is one of the fundamental rights protected under Article 20 of the Universal Declaration of Human Rights adopted by the United Nations in 1948. In countries where this right is limited by national legislation, alternative options for employee representation within the law should be encouraged

**3.2** Discrimination is understood as less favourable treatment of individuals or groups which infringes upon the principle of equal rights of all individuals.

This prohibits the selection of employees based on their ethnicity, skin colour, gender, religion, nationality, sexual orientation, social origin or political opinion, provided this last does not infringe upon democratic principles and tolerance of individuals of different convictions. Equal opportunities and equal treatment must be ensured during selection of employees. In general, employees are chosen, employed and supported on the basis of their qualifications and capabilities.

**3.3** Forced labour refers to all work or service exacted from any person under the menace of any penalty. In 1930 the International Labour Organization (ILO) defined slavery and forced labour in Article 2 Paragraph 1 of the Convention concerning Forced or Compulsory Labour as any work or service exacted from any person for which the person has not offered themselves voluntarily, and which is carried out under the menace of any penalty. ASK Industries is opposed to any forced labour which is wittingly exacted including bonded labour and involuntary prison labour.

**3.4** Child labour is forbidden. The minimum age for permission to work (according to national regulations) is observed.

**3.5** ASK Industries respect internationally recognised human rights and support their observation, and requests to the suppliers the same approach. In case of missing application ASK industries reserve the right to stop the business relation in according with General terms and conditions.

**3.5** The payments and benefits made / paid for a normal working week correspond at least to the respective national legal minimum standards or the minimum standards of the respective national economic sectors.

**3.6** The working time corresponds at least to the respective national legal standards or the minimum standards of the respective national economic sectors.

**3.7** The business partner meets at least the respective national standards for a safe and hygienic working environment and will take appropriate measures to guarantee health and safety at the workplace so that good working conditions are ensured.

ASK Industries, lì .....

Signature

The supplier, lì .....

Signature

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